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ABSTRACT

Included in this annual report are: (1) a review of WCOTP activities presented on behalf of the executive committee; (2) resolutions passed by the XXVII Assembly of Delegates; (3) the program and budget for 1979-80; (4) WCOTP constitution and bylaws; (5) the financial statement for calendar year 1977; and (6) the WCOTP membership list. (DS)

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ANNUAL REPORT

1978

Including the formal documents
of the
XXVII Assembly of Delegates

Jakarta, Indonesia
July 26 - August 2, 1978

WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION
5 avenue du Moulin
1110 Morges Switzerland

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Report of WCOTP Activities Presented on Behalf of the Executive Committee

PART A - DECISIONS TAKEN BY THE WCOTP EXECUTIVE COMMITTEE

The Executive Committee met on August 11, 1977 in Lagos, Nigeria. The principal decisions were as follows:

(a) to review at its March 1978 meeting a number of matters relating to the Assembly including its frequency, its length and the participation of non-members;

(b) to distribute to member organizations for further discussion the paper presented by Chief Ezenwa on the new international economic order;

(c) to support the International Year of the Child (1979) by devoting the 1979 calendar to this theme, publishing special articles in Echo including reports on actions taken by member organizations, urging members to become involved in the work of national IYC committees, offering to coordinate activities in the educational field for the NGO IYC committee, and making special provision for discussion about IYC at the 1979 Assembly;

(d) to establish a sub-committee to review WCOTP relations with the UN and its specialized agencies covering inter alia the effectiveness of WCOTP's involvement, the importance to WCOTP itself, the costs involved, the involvement of member organizations and their relations to their national governments in regard to UN affairs. (Subsequently John Ryor was named as president of the sub-committee with John E. Smith and Chief A.A.O. Ezenwa as members; the sub-committee met immediately prior to the March meeting of the Executive Committee);

(e) to distribute for the comments of member organizations the draft Policy Statement on Women in Education which has been prepared by the WCOTP committee concerned during the Lagos Assembly; these comments were reviewed by the Executive at its March meeting with a view to a final draft statement being sent out for discussion and adoption at the 1978 Assembly;

(f) to review in March the text of the Policy Statement on

Early Childhood Education in light of the discussions at the Lagos Assembly and the proposed revision prepared by the WCOTP Committee concerned in order to adopt a final statement;

(g) to launch a special appeal for funds to assist the development of the FETE of Spain following the decision of the government to permit free trade union activity in Spain;

(h) to hold the 1979 Assembly in Brasilia from August 4 to 9 with meetings of the Executive Committee on August 1, 2 and 10 and a special leadership training seminar in Rio de Janeiro from August 11 to 13. The theme for the Assembly was set as "Education and Development".

(i) to distribute to member organizations a statement from the Executive Committee on WCOTP's relations with teachers in Taiwan in the light of the Unesco decision to urge NGOs to break such relations, covering the principles involved as well as the specific case, and to seek the comments of member organizations for review at the March meeting of the Executive Committee after which a formal statement could be prepared for presentation at the 1978 Assembly and thereafter communicated to the Unesco Director General;

(j) to send a request to the Government of Honduras urging dialogue with COLPROSUMAH in response to its proposals to the government;

The Executive Committee met in Morges, Switzerland, March 10 - 14, 1978 preceded by meetings of the Finance Committee March 7 and 8, the Sub-committee on Political Action and Defense of Human Rights March 9 and the Sub-committee on Relations with the UN on March 9.

The principal decisions were as follows:

(k) a report on implementation of the 1977 resolutions on the theme would be made to the 1978 Assembly. A circular letter was addressed to member organizations and replies received from six full members. They indicated that actions in line with the Lagos Assembly resolution were being carried out within the framework of the ongoing policies of the organizations concerned. Special mention was made of plans for the International Year of the Child.

(l) Jakarta would be maintained as the assembly site for 1978. A letter was drafted and sent to all members setting out the position of the Executive in reply to the letter which had been received from the Australian Teachers' Federation regarding a boycott of the assembly.

(m) The report on multilateral cooperation which resulted from a meeting on that subject March 3 and 4 would be circulated to member organizations with a view to getting more members actively involved in multilateral cooperation.

(n) WCOTP would invite the other three international organizations to cooperate vis-à-vis the ILO with regard to questions of public service at the ILO conference in June 1978 and should take joint action only if this goal is achieved.

(o) The recommendation of the Finance Committee, meeting in March, that no assemblies be held in 1979 and 1981 was adopted.

(p) The proposal of the Finance Committee to add a Deputy Secretary General to the staff with effect from January 1980 was agreed.

(q) The section of the Finance Committee Report entitled Recommendations to the 1978 Assembly was adopted.

(r) The proposals for amendment of the constitution and bylaws would be sent to members and participants in the assembly in advance with a covering letter giving the changes proposed by the Executive since the 1977 Assembly.

(s) The Statement on Early Childhood Education would now be considered official WCOTP policy on early childhood education.

(t) The draft Policy Statement on Women in Education would be adopted/amended by the 1978 Assembly. The recommendations from the Seminar on Women in a Technological Age, which was held in 1975, would be added to the present draft statement.

(u) It was agreed that the Chairman of the assembly should control the time when observers from non-member organizations can speak. They may speak on the theme and/or give a fraternal message when appropriate but this should not be done during an internal debate.

(v) In view of the need for biennial assemblies, the 1980 Assembly should be of seven days duration.

(w) The Statement on Methodology for Political Action and Defense of Human Rights which had been drawn up by the Sub-committee on Political Action was adopted. (The text is given below.)

(x) At its meeting in Jakarta July 23-24, 1978, the Executive Committee adopted the following minute in implementation of the procedural motion adopted by the 1977 Assembly in respect of WCOTP Committees:

In furtherance of Article III of the revised Bylaws, the Executive Committee established the following criteria for the formation of WCOTP committees:

1. Committees shall consist of a chairperson and a maximum of ten members representative of each of the five regions: Asia, Africa, Europe, North America, the Caribbean and Latin America.

2. Whenever feasible and practicable the term of office for the

chairpersons and members of the committees shall be not more than three years.

3. Member organizations shall be made aware of the establishment of committees and invited to submit nominations by the Secretariat.

4. Nominations for WCOTP committees shall be submitted to the Executive Committee.

5. The Executive Committee will examine nominations and make the necessary appointments. Members will be informed when and if committee vacancies occur.

PART B - PROGRAMME DEVELOPMENT AND OTHER ACTIVITIES UNDERTAKEN DURING THE YEAR

This report on WCOTP activities and actions since the 1977 Assembly of Delegates in Lagos, Nigeria, is a summary of the highlights of an on-going process which endeavors to implement not only the programme determined by the Assembly but also to respond to the varying needs and specific requests from the member organizations. This section should be seen not only as a synthesis of past action but as a foundation from which to project the future scope of the Confederation and to analyze the proposed programme for 1979 which is submitted to the Assembly as document A-2.

SEMINARS AND CONFERENCES

The Round-Table Meeting of General Secretaries of English-speaking Teachers' Organizations in Africa was held at Bamburi near Mombasa, Kenya, from October 2 to 8, 1977. The meeting was convened by WCOTP in cooperation with the Kenya National Union of Teachers, the first such gathering to be held in English-speaking Africa. Participants were the General Secretaries of the national teachers' organizations of Botswana, Gambia, Ghana, Kenya, Nigeria, Sierra Leone, Swaziland, Uganda and the African Teachers'Association of South Africa. Also participating were the General Secretary of the Ethiopian Teachers' Association (in exile) and the Assistant Director for Workers' Education of the JUWATA of Tanzania. The chairmanship was in the hands of the WCOTP Executive members from Africa, A.A.Adongo, Secretary General of the Kenya National Union of Teachers, and Chief A.A.O. Ezenwa, President of the Nigeria Union of Teachers. After reviewing the historical role and contemporary needs of their organizations, the group gave special attention to "Recognition and status of teachers", "Relations with governments, labor movements, and other professional organizations", and "Teachers as public/civil servants". Recommendations were submitted to the WCOTP Executive Committee and were approved at its March 1978 meeting. A report was published in English.

The Meeting of European Editors took place October 4-6,1977 in Strasbourg,France, at the Council of Europe headquarters. Arranged in cooperation with the Council of Europe and with its financial assistance, the meeting was attended by 15 editors of teacher organization journals in ten European countries, plus representatives from Unesco and FIPESO. The editors received information concerning the work of the Council for Cultural Cooperation in education and had discussions with staff members responsible for its work in various areas. Other topics of study were WCOTP work in Europe, common problems of teacher organizations journals, and exchange of information about their format. A report was published in English and French.

The Eighth European Conference of WCOTP Members was held 15 to 20 October 1977 at the residential centre of the Danmarks Laererforening in Jutland, Denmark. Twenty-five national teachers' organizations from 13 countries were represented by 70 delegates, plus members of the WCOTP Executive, IFTA and FIPESO, and the Council of Europe. WCOTP policy statements were adopted on two subjects: implications for teacher education of measures to assist pupils in the transition from education to working life and early childhood education. These have been published in English and French. In addition, a session was devoted to consideration of studies carried out in the Federal Republic of Germany, England and Wales and the Netherlands in regard to the teacher's workload and its measurement. This was followed by a review of the WCOTP study on teacher salaries and working conditions in Europe, to be concluded in 1978. The Conference was preceded and followed by meetings of the European Committee to which three new members were elected: Francis Cammaerts (UK), Yves Eveno (France) and Monique Mischler (Switzerland).

The European Committee also met in Paris in February and in Madrid in June.

The Workshop for Junior Leaders of National Teachers' Organizations in Southeast Asia was held in Kuala Lumpur, Malaysia, from October 16 to 22, 1977. The National Union of the Teaching Profession of Malaysia hosted the workshop which was sponsored by WCOTP with the financial assistance of the Canadian Teachers' Federation. Twenty-four participants from Bangladesh, India, Indonesia, Sabah, Sarawak, Sri Lanka and Thailand prepared programmes for action for consideration by the executive boards of their national bodies. The basic aim of the workshop was to strengthen national organizations. Thus the topics under discussion included: membership problems, structure and finance, leadership training, communication, relations with employers, legal protection, professional codes, and economic and welfare services. Sessions were animated by experienced officers of teacher organizations from Canada, Malaysia, New Zealand and Singapore.

WCOTP Special Assistant for Asia, L.H. Horace Perera, gave special attention to the Unesco/ILO Recommendation Concerning the Status of Teachers on the basis of a questionnaire-survey conducted prior to the meeting.

The WCOTP European Seminar on Preparation for Life in Society took place from April 18 to 22, 1978, in Dublin, Ireland. Joint hosts were the Irish National Teachers'Organisation and the Association of Secondary Teachers of Ireland. In preparation for the meeting a series of case studies on the theme was prepared by members. The recommendations arising from the seminar concerning preparation for life in society will be passed to the 1978 WCOTP European Conference in October. The Seminar was assisted financially by the Council of Europe which was represented by Maitland Stobart, Deputy Director of the Division of General and Technical Education of the Council for Cultural Cooperation. A report will be published in English and French.

The WCOTP/NUT Training Programme for Women Leaders was held in Benin City 24-28 April 1978. The meeting was organized by the Nigeria Union of Teachers. About 27 women menbers of the NUT from various parts of the country attended. They discussed the major problems faced by women leaders and produced recommendations to be presented to the NUT/National Executive Committee. Resource persons attended from the LO/TCO International Committee of Sweden, the Sierra Leone Teachers'Union, the NUT Lagos State Wing, WCOTP and the Assistant General Secretary of the NUT, Gabriel Falade.

The NATCW-PPSTA-WCOTP Seminar and Workshop on Teacher Organization Development was held in Tagaytay City, Philippines, from July 1 to 3, 1978. One hundred participants attended from the National Alliance of Teachers and Office Workers and the Philippine Public School Teachers'Association. A grant of $ 3,500 was given by the National Education Association of the United States. Basic concerns of the meeting were : establishment of approaches for the effective development of a strong teachers'organization, promotion of a fuller teacher participation in the determination of policies affecting teachers and education, increased awareness of teachers'rights under labor and social legislation, and the development of techniques of collective action towards meaningful collective bargaining.

The WCOTP Seminar on Women Teachers and National Development with Special Reference to Family Life Education was held in Roma, Lesotho, July 11-19, 1978. Forty women and men teachers from Botswana, Lesotho, Malawi, Republic of South Africa, Rhodesia and Swaziland attended this seminar which was sponsored by WCOTP, the International Planned Parenthood Federation, the National Association of Lesotho Teachers and the National Education Association of the United States.

The objectives of the meeting were to develop a family life education infrastructure in Southern Africa, to bring teacher organizations into close contact with all associations dealing with family life education, and to endeavour to raise the quality of life in a region of the world where it has been implicitly or explicitly denied to indigenous people. The working paper used was the Survey Report on Family Life Education Programmes in Southern Africa written by Pumla Kisosonkole and Elizabeth Bouey-Yates, who served also as consultants for the seminar. Financial assistance was provided by IPPF and the NEA of the United States. The NEA also paid the expenses of a member of its Board of Directors, Marjorie Carter, who worked as a consultant at the meeting.

The SFL-JTA-WCOTP Seminar on Early Childhood Education was held in Kingston, Jamaica July 23-29, 1978. This meeting was a joint project with the Jamaica Teachers'Association and the Svenska Facklärarförbundet of Sweden. The SFL contributed $ 3,000 for the meeting and sent two early childhood educators to participate in the seminar. There were 200 teachers in attendance from all parts of Jamaica.

A national seminar, supported by the Confederation and involving representatives of other unions in Central America, was held in Managua, Nicaragua, July 8-9, 1978. The purpose of the seminar was to assist the former member organization which was seriously affected by national circumstances to form a new national teachers'organization.

RELATIONS WITH INTER-GOVERNMENTAL ORGANIZATIONS

The Executive Committee endorsed the report from its Sub-committee on Relations with the United Nations (see part A, item (d) which identified a number of priority areas in the Confederation's relations with the United Nations :

- improvement of equality of educational opportunity
- defence of human rights (civil, political, economic and cultural)
- defence of the trade union rights of teachers and other public service employees
- promotion of education for peace and international understanding
- improvement of teacher participation in development of educational policy
- improvement of funding for education

- improvement of professional proficiencies of teachers.

The long-established and close cooperation with the United Nations Educational, Scientific and Cultural Organisation (Unesco) was continued through correspondence, participation in meetings (see below, WCTOP Representation at International Meetings) involvement of members in Unesco activities through contracts, visits of secretariat staff to Unesco House, and circulation of information about Unesco activities of interest to WCOTP members.

In addition to circular letters and press releases, news items about Unesco were published in the newsletter Echo for which a subvention of US$ 7,850 was given by Unesco for 1978.

WCOTP continued work on the study on the status of non-teaching personnel in the education system which is being made in collaboration with the other three international teachers'organisations : the International Federation of Free Teachers'Unions (IFFTU), the World Confederation of Teachers (WCT), and the World Federation of Teachers'Unions (FISE).

A study was prepared, under contract with Unesco, on the way in which teacher educators in the host country are given possibilities to acquaint themselves with the problems of the education of migrant children. The work was done by Tom Driver, formerly General Secretary of the National Association of Teachers in Further and Higher Education (United Kingdom) and it related to the situation in England, Sweden and the Federal Republic of Germany.

The World Confederation submitted a paper under contract with the Unesco Planning Division on the subject "The Role of Teachers' Organizations in Elaborating and Implementing Educational Reforms".

Representatives of WCOTP participated in the biennial Unesco-IBE International Conference on Education which was held in Geneva from 30 August to 8 September. The topic was "The Problem of Information at the National and International Level which is posed by the Improvement of Educational Systems". WCOTP and the three international teachers'organizations mentioned above prepared a joint background paper on this theme. Similar preparations are underway for the 1979 International Conference on Education; the theme will be "Improvement of the Organization and Management of Education Systems as a Means of Raising Efficiency in Order to Extend the Right to Education".

WCOTP continued to support the International Educational Reporting Service of the International Bureau of Education in Geneva by acting as a clearing house for information from and to member orga-

nizations.

WCOTP has continued to publish a series of special articles in its newsletter Echo which review the various aspects of the work of the United Nations.

The Confederation is acting as the lead organization on education in connection with the International Year of the Child (1979). A meeting of 21 non-governmental organisations was convened in Geneva on March 21. L.H. Horace Perera, WCOTP Special Assistant for the Asian Region, served as coordinator. Periodic reports and suggestions for action are being sent to member organizations throughout the year. Other activities for IYC were mentioned on page 1 of this report.

Regular contact was maintained with the International Labour Organization. An 11-member delegation attended the 64th International Labour Conference held in Geneva from 7 to 28 June. The WCOTP statement on the Director General's Report was delivered by Vice President Motofumi Makieda.

The Confederation has proposed that ILO should include in its next programme a technical meeting on issues directly affecting teachers'conditions of service, with particular reference to the stress factor and the responsibility incumbent on the teacher in respect of pupils/students welfare and safety. The Confederation has proposed alsc that a Joint Committee for teachers should be set up as recommended by the 1976 meeting of the Joint Committee on the Public Service.

WCOTP was invited by ILO to participate in a panel discussion which was part of a programme arranged by the Workers' Education Programme for the Scandinavian Peoples Summer School. The Secretary General spoke on June 19 in Geneva on the significance to public service employees and their organizations of the Convention/Recommendation on Freedom of Association and Procedures for Determining Conditions of Employment in the Public Service.

At the request of Japan Teachers'Union, the Confederation has asked that its complaint concerning the Japanese Government be considered at the November 1978 meeting of the Committee on the Freedom of Association.

The WCOTP complaint raised by the St. Vincent Teachers' Union against the government continues to be studied by the Committee.

In contracts with both Unesco and ILO, continuing attention is being given to the application of the Recommendation Concerning the Status of Teachers, as urged in the 1976 Assembly resolution on

this subject. WCOTP was invited by ILO to assist in the follow-up on the Report of the Joint ILO/Unesco Committee of Experts on the Application of the Recommendation insofar as social security of teachers is concerned. This was done by means of a circular to member organisations.

The Confederation publicised the ILO study entitled Teachers'Pay which was published in 1978 and to which WCOTP members had contributed.

With the Organization for Economic Cooperation and Development (OECD) regular contacts have been maintained both to inform members concerned of developments in OECD's educational work and to introduce the teachers' organization viewpoint to OECD. A joint consultation was held at OECD headquarters in Paris in November at which senior officers of WCOTP member organisations in 13 countries whose governments belong to OECD discussed with OECD officials important topics of mutual concern such as youth unemployment, early childhood education, teacher policy, and relations between school and community. President Wilhelm Ebert served as chairman. It was noted that there was a need for comprehensive documentation reflecting the teachers' expert views along with those of other educators and the need for more opportunity for teachers'organi ations to receive and comment on OECD documents. Emphasis was placed on effective, practical co - operation in fields of mutual concern as being of higher priority than a structure of formal relations.

Cooperation with the Commission of the European Communities has continued to develop. The Commission made a final contribution to the work of WCOTP in the European area. Activities of WCOTP relating to the work of the EC are as follows : education for children of migrant workers, teacher exchanges, the transition from education to working life, early childhood education, and preparation for life in society. In June a consultation meeting was held at EC headquarters involving members of the WCOTP European Committee from the nine countries of EC.

Relations with the Council for Cultural Cooperation of the Council of Europe continued with attendance by representatives from WCOTP members and staff at numerous meetings sponsored by the Council. In addition, the Council sent observers to the WCOTP European Regional Conference and to the Seminar held in Dublin. The CCC has given further financial assistance for the European seminar. In October the Meeting of European Editors described above under "Seminars and Conferences" took place at Council of Europe headquarters and the local costs in Strasbourg were covered by a grant from the Council.

RELATIONS WITH INTERNATIONAL NON-GOVERNMENTAL BODIES

It is the policy of the Confederation to try to develop closer harmony among the programmes of the principal international teachers'organizations. A greater degree of unity at the international level is considered as important as the national level if teachers are to have sufficient influence on the work of intergovernmental bodies. International understanding between peoples from varying ideological systems, one of the other aims of WCOTP, can also be furthered through these relations.

WCOTP officials met in Paris and in Geneva with officials of the International Federation of Free Teachers'Unions (IFFTU). The World Confederation of Teachers (WCT) and the World Federation of Teachers' Unions (FISE) to prepare the study on the status of non-teaching personnel, under contract with Unesco, and to set up the procedure for the composition of a joint paper for the 1979 International Conference on Education. In addition, the International Meeting on Teacher Education in Europe was held in Copenhagen from November 14-16, 1977. This meeting was historic in that it was the first of its kind to be organized jointly by four international teachers' organizations. The representatives of 47 European national organizations from 25 countries expressed their views on : initial training related to the educational system, overall training as contrasted with specialization, the relationship between basic and continuing education for teachers, and research and innovation. Each topic was introduced by a speaker chosen by one of the international organizations. No conclusions were adopted in advance to ensure the open nature of the discussion and the informational character of this first endeavour at a joint activity. As a further measure to avoid the possibility of organizational confrontation, the four organizations did not speak as such apart from their addresses at the opening session. Each of them, together with the Danmarks Laererforening, the host, was represented on the Organisation Committee.

In October, the European Trade Union Confederation (ETUC) held a briefing session for industry committees holding or seeking ETUC recognition. WCOTP was represented by the Chairman and Secretary of its ETUC Working Group., Lars Erik Klason and Thomas Rehula. In March and May the WCOTP ETUC Working Group met with the European Teacher Trade Union Committee (ETTUC) to seek a solution to the question of joint teacher representation with the ETUC.

The Confederation has maintained close relations with the All Africa Teachers'Organization based in Accra, Ghana. WCOTP President Wilhelm Ebert addressed the opening session of its Third Assembly of Delegates held in January 1978. The theme of the conference was "Education for African Unity". Chief A.A.O. Ezenwa, a member of the

WCOTP Executive, was elected President of AATO. M.M. Radwan of Egypt was elected Vice-President and Thomas A. Bediako of Ghana, Secretary General. WCOTP publicized the event in Echo and in a press release.

WCOTP has continued to maintain cordial relations with the Confederation of American Educators (CEA) whose headquarters is in Mexico.

CONSTITUENT FEDERATIONS

Continous contact was maintained with the International Federation of Teachers'Associations (IFTA)and the International Federation of Secondary Teachers (FIPESO). Their congresses took place July 17-20 in Luxembourg. The themes for the IFTA Congress, at which WCOTP was represented by its Secretary General, were "Services Provided for Members of Teachers'Organizations" and "Modern Educational Technology for Teachers of Early and Compulsory Education". The themes for the FIPESO Congress, attended by Alf Wilshire as the WCOTP observer, were "Towards the improvement of Secondary Education" and "Motivation of students in primary and secondary education". The WCOTP Secretary General, John M. Thompson, attended the IFTA Executive Board meeting in Paris in November. Jean Daubard, Secretary General of IFTA, attended the ILO Conference in June in Geneva. André Drubay, Secretary General of FIPESO, attended several Unesco and Council of Europe meetings listed below under "WCOTP Representation at International and National Meetings" in addition to the ILO Conference.

WCOTP REPRESENTATION AT INTERNATIONAL AND NATIONAL MEETINGS

Unesco meeting on problems of drug usage in Europe and North America.
22-26 August 1977, Saint-César, France. A. Drubay.

Unesco/IBE International Conference on Education, 30 August - 8 September 1977, Geneva. A.Drubay, K.A. Yirenkyi, J.-J. Maspero, J.M. Thompson.

Council of Europe symposium on pre-school education for children in sparsely populated areas, 11-16 September 1977, Storlien, Sweden. M. Leloup.

OECD-CERI working group on day care, 12-14 September 1977, Paris. B. Fillon.

Council of International Association of University Professors and Lecturers, 16-17 September 1977, Copenhagen. T. Rehula.

Commonwealth African regional seminar on low-cost science teaching equipment, 20-30 September 1977, Dar-es-Salaam. E. Yates.

OECD-CERI working group on production and dissemination of information about children, 21-23 September 1977, Paris. U. Löfgren.

Council of Europe symposium on needs of 16-19 age group, 26-30 September 1977, Porto. A. Drubay.

Seventh conference of Federation of Private School Teachers of Greece, 29 September - 2 October 1977, Athens. J.E. Madsen.

European Trade Union Confederation briefing session , 10 October 1977, Brussels. L.E. Klason, T. Rehula.

International Council on Adult Education forum, 12-13 October 1977, Udaipur. E.W. Franklin.

International Union for Child Welfare conference, 10-15 October 1977, Teheran. D. Rassai.

Intergovernmental Conference on Environment Education, 14-26 October 1977, Tbilisi. R.J. Smyke.

European Communities symposium on exchange of pupils at secondary level, 24-28 October 1977, Venice. J.E. Madsen.

Unesco expert meeting on major problem areas of education reform in 1970s and 1980s, 24-28 October 1977, Paris. J.M. Thompson.

International Federation of Teachers'Associations Executive Committee, 28 October 1977, Paris. J.M. Thompson.

Workshop for environmental education cooperation, 28-30 October 1977, Geneva. M. Opiyo.

Council of Europe third expert meeting on basic training, 3-4 November 1977, Strasbourg. J. Fournier.

Unesco conference of ministers of education responsible for economic planning, 7-16 November 1977, Abu Dhabi. E.W. Franklin.

EC Workshop on implications for teacher education of changes in education systems to improve transition from education to working life, 14-18 November 1977, Harrogate, M. Gevrey, R. Page.

Inauguration of Teachers'Intitute Building, 22 November 1977, Valletta, Malta. J.M. Thompson.

16th conference of INGO's in consultative relations with Unesco, 22-25 November 1977, Paris. J.M. Thompson.

Third session of international working group on curriculum design in engineering education, 29 November - 2 December 1977, Paris. C. Kendall.

Preparatory meeting on international trade union conference on situation in Cyprus, 27-29 November 1977, Nicosia. J.E. Madsen.

Unesco symposium on future programme of information and communication in education policy, 21-25 November 1977, Paris. A. Drubay.

Lebanese Development Studies Association conference on Arab and international participation in the redevelopment of Lebanon, 29 November - 3 December 1977, Beirut. R.J. Smyke.

Unesco meeting of experts on making lifelong education a normal part of University life, 12 - 17 December 1977, Paris. C. Lainé.

Unesco regional meeting on the use of drugs, 5 - 12 December 1977, Penang. Oo Meng Chue.

Ghana National Association of Teachers triennial conference, 3 - 6 January 1978, Winneba. A.A.O. Ezenwa.

All Africa Teachers'Organisation, 14-17 January 1978, Tema. W.Ebert J.M. Thompson, K. Viélot.

Unesco intergovernmental conference on cultural policies in Latin America and the Caribbean, 10-20 January 1978, Bogota. J.E. Fuentes.

Confederação dos Professôres do Brasil congress, 21-27 January 1978, Maceio, Alagoas. J.M. Thompson.

Council of Europe meeting of NGOs, 23-26 January 1978, Strasbourg, T. Rehula.

Council of Europe meeting of NGOs interested in human rights, 24 January 1978. Strasbourg, A. Drubay.

Fédération de l'Education nationale, 30 January-3 February 1978, Nantes. J.E. Madsen, T. Rehula.

Second international congress of teachers of the third world, 4-10 February 1978, Tripoli, A. Adongo, J.M. Thompson, F.H. Diaz.

Council of Europe symposium on "school and after", 26 February - 3 March 1978, Peebles, Scotland. R. Thomasson.

International NGO conference on disarmament, 27 February - 2 March 1978, Geneva. F. Cammaerts, H. Perera.

African Adult Education Association Sixth Biennial Conference, 27 February - 4 March 1978, Nairobi. A.A. Adongo.

Collective consultation of Unesco National Commissions, 2 March 1978 Paris. J.M. Thompson.

Colegio de Profesores de Venezuela congress, 2 - 6 March 1978, Maracaibo. J.E. Fuentes.

Unesco meeting of governmental representatives to prepare draft declaration on race and racial prejudice, 13 - 20 March 1978, Paris, H. Perera.

Consultant group on preparation of 37th session of International Conference on Education, 20-22 March 1978, Geneva. K. Viélot, T. Rehula.

WCOTP NGO meeting on International Year of the Child and education, 21 March 1978, Geneva. H. Perera.

Australian Teachers Federation, 22-23 March 1978, Canberra. J.Smith.

Federacion de Trabajadores de la Enseñanza congress, 23-26 March 1978, Santiago de Compostela, Spain. J.M. Thompson.

Syndicat national de l'Enseignement technique, 27-31 March 1978. Toulon. T. Rehula.

International Federation of Foreign Language Teachers Associations conference, 27 March - 1 April 1978, Lucerne. L.H.H. Perera.

Unesco NGO seminar on human rights, 10-14 April 1978, Paris. R. Harris.

Nigeria Union of Teachers seminar for women teacher leaders, 24-28 April 1978, Benin City. J. Bobb-Lucas, K. Persson, R.J. Smyke.

Bangladesh College Teachers Association annual meeting and workshop, 26-30 April 1978, Dacca. H. Perera.

SPR/SLV Aide pédagogique aux pays africains, 29-30 April 1978,

Chexbres. K. Viêlot.

Lärarnas Riksförbund general assembly, 8-11 March 1978, Stockholm, J.M. Thompson.

Bavarian Teachers Association annual meeting, 16-19 May 1978, Augsburg, A.A.O. Ezenwa, H. Perera.

Seminar of teachers of Mediterranean countries, 24-27 May 1978, Nicosia. J.E. Madsen.

International Association of University Professors and Lecturers, 25-26 May 1989, Rotterdam. T. Rehula.

National Association of Teachers in Further and Higher Education third annual conference, 27-29 May 1978, Bournemouth. J.M. Thompson.

Syndicat national des enseignements de second degrê, 30 May - 2 June 1978, St. Etienne, France. J.M. Thompson.

Opettajien Ammattijärjestö annual conference, 2-3 June 1978, Helsinki. T. Rehula.

Svenska Finlands Lärarförbund annual conference,3-4 June 1978, Helsinki. T. Rehula.

International Labour Organisation, 64th session, 7-28 June 1978, Geneva. M. Makieda, J.Daubard, A.Drubay, S.Takahashi, A.Rochat M. Mischler, J. Heuzard, J.J. Maspero, J.M. Thompson, T.Rehula, K. Viêlot.

European Communities consultation with teacher organizations, 14 June 1978, Brussels. Fourteen members of the European Committee from countries of the Communities.

Unesco meeting of experts on articulation of education at pre-university level and post-secondary education in Europe, 19-24 June 1978, Paris. A. Drubay.

National Education Association of the United States convention, 1-7 July 1978, Dallas. W. Ebert.

International Council on Adult Education conference, 6-8 July 1978, San José, Costa Rica. J.E. Fuentes.

Canadian Teachers'Federation annual conference, 12-14 July 1978, Toronto. W. Ebert.

International Federation of Teachers'Associations congress, 17-20 July 1978, Luxembourg. J.M. Thompson.

International Federation of Secondary Teachers, 17-20 July 1978, Luxembourg. A. Wilshire.

Unesco meeting on the role of associations of migrant workers in the education and training of migrant workers and their families, 17-21 July 1978, Paris. T. Driver

PROMOTION OF BINATIONAL AND MULTINATIONAL COOPERATION

Following discussions at the 1977 Assembly on the working paper, "Cooperative and Solidarity Services", a consultation was held in Morges on March 3 and 4 involving national teachers'organizations which are currently supporting development assistance projects on a bilateral or multilateral basis or are potential supporters of such

programmes, with a view to seeing how the promotion of such projects could be improved. A memorandum containing 15 points was drawn up as a result of this meeting. Entitled "Bilateral and Multilateral Development Assistance Programmes". It was presented to the Executive Committee in March. It was agreed upon and circulated to all members as a means of getting more associations involved in multilateral co-operation.

The New Zealand Educational Institute has continued to develop its experimental project on in-service training by peace satellite which they started last year following discussions at the 1976 WCOTP Assembly in Washington with representatives from Pacific teacher or organisations and WCOTP. Coordinated by E.J. Simmonds, National Secretary of the NZEI, broadcasts on specific topics are made in the entire Pacific area using the Peace Satellite Consortium. In addition to cooperation from teachers and their organizations, local committees of parents are involved in producing the programmes.

The WCOTP secretariat was host to the first recipient of the NZEI internship programme in October, Moira Fleming, who visited also teacher organisations in Singapore, Malaysia, England and the Federal Republic of Germany. The aim is to have NZEI members work for a short time with other teacher organizations and to encourage members of the other teacher organi ations to go to New Zealand.

A National Seminar was held in Sarawak organised by the Sarawak Teachers'Union December 17 to 20. 1977. The South Australian Institute of Teachers, a state member of the Australian Teachers'Federation, assisted the meeting financially and it was directed by Aloysius Mathews of the National Union of the Teaching Profession of Malaysia.

In order to consolidate the progress made in the development of the Federación de Trabajadores de la Enseñanza del Estado Español (FETE) of Spain following the legalisation of union activity last year, the Confederation launched a campaign for economic assistance to FETE and as a result $ 1,000 is being provided every month during 1978 plus special assistance towards the expenses of the 1978 FETE Congress. The full list of donors appears in the Report of the Finance Committee to the 1978 Assembly.

Four members of the Magisterio Panameño Unido of Panama visited San José, Costa Rica in February to take part in a study programme arranged by the Asociacion Nacional de Educadores of Costa Pica. Coordinator of the project was José Ernesto Fuentes, member of the WCOTP Executive Committee.

INSTITUTE FOR TEACHER ORGANIZATION DEVELOPMENT

Purpose of the Institute

Developing countries have recognized that education has an important political, social, cultural and economic function in improving the quality of life and in development of the nation. There is, however, a continuous debate on the forms of education appropriate to a nation's development. In this debate teachers'organizations have a potentially vital part to play in shaping and executing policies regarding curricula, teachers'professional standards, economic welfare and conditions of work.

Many teachers'organizations in developing countries have already established their leadership role ; they are recognized by governments as effective partners in educational development. However, for various historical reasons, some have hitherto been concerned exclusively either with conditions of work, that is the trade union aspects, or the professional development of their members. Furthermore, teachers in developing countries have tended to think of labour relations in education in the same way as their counterparts in the developed countries. They are, however, becoming increasingly aware of the differences between their countries and those of the industrialized East or West.

It seems imperative, both for their own sake and for that of society, that teachers engage in continuous self-examination and re-examination of the objectives, structures and functions of their organizations. To meet these challenges, WCOTP has established the Institute for Teacher Organization Development. It is not a permanent "bricks and mortar" institution but a series of projects within a continuing framework of teacher organization development.

The purpose of the programme of the Institute is to afford officials of teachers'organizations in developing countries the opportunity :

- To continue the ongoing re-examination of the aims and objectives of these organizations ;
- to consider and compare alternative existing or possible patterns of labour relations in education and to study their implications ;
- and to promote skill development in the various aspects of teacher organizational matters.

The first project of the Institute was carried out in June 1977 at Choully, near Geneva, Switzerland. The second programme within this framework took place in Dakar, Senegal, July 1 to 15, 1978.

The host union was the Syndicat National des Enseignants Sénégalais (SNES). Twenty participants came from six French-speaking African countries. Talla Cissé, Secretary General of SNES, served as Institute Coordinator ; Clédor N'Diaye, of SNES directed the programme. Main areas of concern were: the nature of teachers'organizations, education - a political reality, teachers'relations with employers, teachers'organizations services to members, and maintaining an effective organization.

Institute programmes envisaged for the Caribbean (Grenada) and Latin America (Costa Rica) were postponed until 1979 owing to difficulties in raising the necessary outside assistance in 1978.

WCOTP was represented by its Secretary General and by Kléber Viélot who worked as administrator. Financial support was provided by the Canadian Teachers'Federation, the International Federation of Teachers'Associations and the Société Pédagogique de la Suisse romande. The latter two associations sent two members who participated actively in the programme - Jean-Jacques Maspero, President of IFTA and the SPR and Jean Daubard, Secretary General of IFTA.

Extensive preparations have been made for four zonal meetings in Africa to be held in 1978 and 1979 within the Institute framework. The project director is Raymond J. Smyke, Assistant Secretary. Cooperating organizations are the Svenska Facklärarförbundet and the Sveriges Lärarförbund who obtained financial support from the Joint International Committee of the Landsorganisationen (LO) and the Tjänstemännens Centralorganisation (TCO). This grant is the largest contract ever made with WCOTP and will cover the training of 170 teachers in 15 English-speaking African countries. The first od these programmes will be held in Nigeria from August 21 to September 9; the second in Kenya from October 27 to November 12 and the third in Botswana from December 1 to 20. The fourth project will be held in Accra in 1979.

CONSULTATION WITH MEMBERS AND FIELD REPRESENTATION

Personal contacts between members of the Executive Committee, the Secretariat and leaders of national teachers'organizations are most important. During the year such visits have been made to keep representatives of the Confederation in touch with national developments and to enable the organizations to learn more about international developments in education. In this way, the Executive Committee ensures that the programme and policy of the Confederation responds to the wishes of its members. The following outline of travel programmes carried to 56 countries indicates the scope of this year's consultation programme. The countries are : Argentina, Australia, Bangladesh, Botswana, Brazil, Cameroon, Canada, Costa

Rica, Denmark, El Salvador, England, Fiji, Finland, France, Gambia, Federal Republic of Germany, Ghana, Guatemala, Honduras, Hong Kong, India, Indonesia, Ireland, Israel, Ivory Coast, Japan, Kenya, Lebanon, Lesotho, Liberia, Malawi, Malaysia, Mali, Netherlands, Nicaragua, Niger, Nigeria, Papua New Guinea, Philippines, Republic of South Africa, Sabah, Sarawak, Senegal, Singapore, Spain, Sri Lanka, Swaziland, Sweden, Switzerland, Thailand, Togo, United States, Upper Volta, USSR, Zaire, Zambia.

In addition to participation in the regular meetings of the WCOTP European Conference and European Committee of the Confederation (Skarrildhus, Denmark; Paris ; Madrid) the President, Wilhelm Ebert, addressed the International Meeting on Teacher Education in Europe which was held in Copenhagen in November and which was organized jointly by four international teachers'organizations. (This meeting is described above under "Seminars and Conferences"). In December the President launched a personal New Year Appeal to Heads of Government, Ministers of Education, leaders of the world's religious communities, leaders of all national teachers' organizations, members and non-members of WCOTP, and to the leaders of the United Nations and its agencies. Responses were received from all parts of the world. In January, Mr. Ebert addressed the Third Assembly of the All Africa Teachers'Organization (AATO) in Accra. Following this he went to Togo. Also in January, Mr. Ebert travelled to Djakarta, Indonesia, accompanied by L.H. Horace Perera, Special Assistant for the Asian Region, to discuss arrangements for the 1978 Assembly. In May Mr. and Mrs. Ebert were guests of the Polish Teachers'Union. In addition to meeting members of the Union in Warsaw, they visited educational institutions in other parts of Poland. In June the President attended the European Communities consultation with teacher organizations held in Brussels. In July Mr. Ebert represented WCOTP at the convention of the National Education Association of the United States in Dallas, Texas, and the Annual General Meeting of the Canadian Teachers'Federation in Toronto.

Vice-President Motofumi Makieda visited Hong Kong in October for talks with the Hong Kong Teachers'Association and the Hong Kong Professional Teachers'Union. In June he attended the ILO Conference in Geneva, where he addressed the Conference on behalf of the Confederation.

Executive Committee member Ambrose Adongo represented WCOTP at the Second International Congress of Teachers of the Third World held in Tripoli, Libya, in February. Early in March, he attended the Sixth Biennial Conference of the African Adult Education Association in Nairobi. Chief A.A.O. Ezenwa, who attended as President of the Nigeria Union of Teachers, served also as the WCOTP observer at the Triennial Conference of the Ghana National Association of Teachers

held in Winneba in January. In May Chief Ezenwa attended the annual conference of the Bavarian Teachers'Association in Augsberg, Federal Republic of Germany. In December José Ernesto Fuentes visited El Salvador, Guatemala, Nicaragua and Honduras to talk with the various teachers'groups. In January he attended the Unesco Conference on Cultural Policies in Latin America and the Caribbean in Bogota. In March Mr. Fuentes went to Maracaibo to attend the congress of the Colegio de Profesores de Venezuela on behalf of WCOTP. En route to Bogota, Mr. Fuentes visited Panama to discuss projects with the Magisterio Panameño Unido. Then in June he participated in the ANDE-MPU seminar held in Panama. In November René Labes was a member of the WCOTP delegation which met in Madrid with the leaders of the Federacion de Trabajadores de la Enseñanza (FETE) of Spain. Jens-Erik Madsen travelled to Athens to respond to the invitation extended to WCOTP by the Greek Private School Teachers'Federation in October. Later in October he attended a European Communities meeting on student exchanges held in Venice. At the end of November, Mr. Madsen attended a preparatory meeting in Nicosia for an international trade union conference to be held in Cyprus. May 24 to 27 he represented WCOTP at the Seminar of Teachers of Mediterranean Countries which was also convened in Nicosia. John E. Smith represented WCOTP at the Executive Committee meeting of the Australian Teachers'Federation held in Canberra in March.

The Secretary General, John M. Thompson, was invited to address a mass meeting of 9,000 Dutch secondary teachers on September 16 in Den Bosch, the Netherlands. The meeting was organized by the Nederlands Genootschap van Leraren to protest actions taken by their Ministry of Education without due consultation. In October, Mr. Thompson participated in a Unesco expert meeting in Paris on major problem areas of educational reform in the 1970's and 1980's. He was subsequently asked to prepare a paper on the role of teachers' organizations in educational reform for inclusion in the Unesco report on the meeting. During this period he attended also the IFTA Executive Committee meeting in Paris. In November Mr. Thompson went to Madrid with the WCOTP delegation which met with officers of the Federacion de Trabajadores de la Enseñanza (FETE) of Spain. Mr. Thompson then participate in the International Meeting on Teachers'organizations in Copenhagen November 14-16. Later in the month he was invited by the Malta Union of Teachers to unveil the commemorative plaque marking the inauguration of the Teachers'Institute Building in Valletta, Malta.From Malta, Mr. Thompson went to Paris to take part in the biennial Conference of Non-governmental Organizations in Consultative Status with Unesco. At the beginning of December Mr. Thompson went to Buenos Aires, Argentina, to visit Alfredo Pedro Bravo, Secretary General of the Confederation of Educational Workers of Argentina (CTERA), who is in prison and to take up his case with the government on whose behalf he was recei-

ved by the Minister of the Interior. (This case is described below under "Crisis Situations"). The Secretary General travelled to Ghana in January to attend the Assembly of the All Africa Teachers' Organization in Accra. Following this he went to Abidjan, Dakar and then Maceio, Brazil to attend the national congress of the Confederation of Brazilian Teachers (CPB). He met the new officers of the CPB abd discussed arrangements for the next WCOTP Assembly, Mr. Thompson went to Tripoli, Libya, in February to attend the Second International Congress of Teachers of the Third World. In March, the Secretary General represented the Confederation at the first legal Congress in 40 years of the Federacion de Trabajadores de la Educacion (FETE) in Santiago de Compostela, Spain. Mr. Thompson was invited to speak in St. Johns, Newfoundland, at the annual conference of the Newfoundland Teachers Association held at the end of March. Early in May Mr. Thompson attended the 1978 Congress of the Lärarnas Riksförbund in Stockholm. After participating in the meeting of the WCOTP-ETUC working group and the European Teacher Trade Union Committee in Paris, he represented the Confederation at the annual meeting of the National Association of Teachers in Further and Higher Education in Bournemouth, England and at the national congress of the Syndicat national de l'Enseignement secondaire in St. Etienne, France. In June Mr. Thompson attended the ILO Conference in Geneva, the WCOTP European Committee meeting in Madrid and the European Communities consultation with teacher organizations in Brussels. In early July Mr. Thompson went to Dakar to take part in the WCOTP Institute for Teacher Organization Development July 1-15. July 17-20 the Secretary General took part in the Congress of the International Federation of Teachers'Associations in Luxembourg.

Assistant Secretary Raymond J. Smyke took part in consultations with the International Planned Parenthood Federation in London in September to evaluate the Bolgatanga Family Life Education Seminar and to plan future cooperation in this field. This was followed by discussions with department heads at Unesco on alcohol and drug studies, environment education, and adult education resulting in a Unesco contract. Mr. Smyke is the staff member responsible for coordinating these and other programmes. In October he travelled to Tbilisi,USSR, for the Intergovernmental Conference on Environment Education in which WCOTP was singled out as one of three non-governmental organizations doing important work in this area. Also in October Mr. Smyke was in Mombasa to take part in the Round Table Meeting of General Secretaries in Africa for which he prepared the working documents. From November 29 to December 3 he participated in a meeting of governmental and non-governmental organizations convened in Beirut to consider the participation of the Arab and international community in the redevelopment of Lebanon. He met with the leaders of the Syndicat des Enseignants to determine what aid WCOTP could give following the civil war, but the renewed hosti-

lity in that country precluded follow-up action. In January Mr. Smyke met with the Swedish Landsorganisationen i Sverige to discuss cooperative programmes, in particular the Institute for Teacher Organization Development. From April until June the Assistant Secretary made an extensive trip to Africa. In Nigeria he was the Director of the first Nigeria Union of Teachers Training Seminar for women leaders. Following this he went to Kenya, Malawi, Republic of South Africa, Lesotho and Botswana. In Lesotho he made final arrangements for the Seminar on Women Teachers and National Development with Special Reference to Family Life Education being held in July 1978, in addition to finalizing plans for the Institute for Teacher Organization Development training seminars mentioned above. In South Africa he addressed ATASA members in the Kwa Zulu Homeland and in the Orange Free State, in addition to concluding the arrangements for the ATASA Early Childhood Education Seminar being held in Durban with the cooperation of the Canadian Teachers'Federation.

L.H. Horace Perera, Special Assistant for Asia, made an extended trip to Asia in October, November, and December. Firstly, he went to Bangkok where he visited the Education Society and other organizations concerned with education. Subsequently he visited Kuala Lumpur where he organized the Junior Leaders Workshop for South East Asia and proceeded to Singapore where, in addition to visiting all the member organizations there, he attended the 30th anniversary celebration of the Singapore Teachers'Union. He continued on to Manila where he met with officers of the WCOTP members in the Philippines. Mr. Perera then proceeded to Indonesia where he worked with the Persatuan Guru Republik Indonesia on arrangements for the 1978 assembly. Next he went to Australia where he visited all of the affiliated associations of the Australian Teachers'Federation except that in the Northern Territories. Proceeding to New Zealand, Mr. Perera toured local associations and met with officers of the New Zealand Educational Institute and the Post Primary Teachers' Association.He then made his first visit as Special Assistant for Asia to Fiji where he met with both of WCOTP's members, the Fiji Teachers'Union and the Fijian Teachers'Association. In April, Mr. Perera went to New Delhi to meet with officers of the All India Federation of Educational Associations. From there he went to Jakarta for further discussions with the members of the PGRI. He continued to Manila where he met with both member organizations there to plan the NATOW-PPSTA-WCOTP Seminar and Workshop on Teacher Organization Development which was held in Tagaytay City in early July. On the return trip to headquarters Mr. Perera visited Bangkok, Kuala Lumpur and Dacca. In Dacca he attended the annual meeting of the Bangladesh College Teachers'Association. At the end of June Mr. Perera returned to Manila to take part in the above mentioned seminar. During the year Mr. Perera worked as the coordinator of WCOTP activities preparatory to the International Year of the Child.

Thomas Rehula, Special Assistant, in addition to attending the national and international meetings listed above, served as coordinator of the Meeting of European Editors held in Strasbourg in October, the Eighth European Conference of WCOTP Members held in Jutland also in October, the European Seminar on Preparation for Life in Society which took place in Dublin in April, and meetings of the European Committees. In September Mr. Rehula met in Paris with the European Committee's Working Group on Teachers'Salaries and Conditions of Service. He was also a member of the organizing committee for the International Meeting on Teacher Education in Europe. At various times throughout the year Mr. Rehula met with personnel responsible for educational affairs at the Council of Europe in Strasbourg, the Organization for Economic Cooperation and Development in Paris, and the European Communities in Brussels to discuss teacher organization involvement in their work and also their contribution to the work of the WCOTP.

Kléber Viélot, Special Assistant for Africa, went to West Africa in November to visit members and teachers'organizations which cooperate with WCOTP in Ivory Coast, Upper Volta, Mali and Senegal. Then in January Mr. Viélot went to Accra to represent the Confederation at the conference of the All Africa Teachers'Organization. From there he continued to Kinshasa, Zaire, to discuss cooperative programmes with the Fédération Nationale des Enseignants du Zaire. Following this he went to Yaoundé, Cameroun; Lomé, Togo; Abidjan, Ivory Coast and Dakar, Senegal. In Dakar he assisted in preparations for the session of the Institute for Teacher Organization Development held there in July at which he also served as Secretariat representative. In June Mr. Viélot, as WCOTP-ILO Liaison Officer, coordinated the operations of the WCOTP delegation to the International Labour Conference in Geneva.

Fernando Hernandez Diaz, Consultant for the Americas, visited teachers' organizations in Panama, Costa Rica, Nicaragua, El Salvador, Honduras, Belize. In February Mr. Diaz represented WCOTP at the Second International Congress of Teachers of the Third World which met in Tripoli, Libya.

Dr. Donald M'Timkulu made his fourth visit to southern Africa on behalf of WCOTP. He visited teachers' organizations and Ministry of Education personnel in July. In Swaziland Dr. M'Timkulu met with senior officials of the government to discuss the situation of the Swaziland National Association of Teachers which was banned last year.

Dr. Elizabeth Bouey-Yates, on sabbatical leave from the National Education Association of the United States, attended the Round-Table Meeting of General Secretaries of English-speaking Teachers'Organi-

zations in Africa held in Mombasa in October. Dr. Yates visited Tanzania and attended part of the Commonwealth Secretariat meeting on the production of low cost science equipment. She then made an extended visit to Swaziland, Botswana, Malawi and Lesotho to undertake a study related to family life education, in cooperation with Pumla Kisosonkole. This survey had the financial assistance of the International Planned Parenthood Federation. At the same time Dr. Yates was planning the Seminar for Women Teachers in Southern Africa and subsequently participated in this meeting in July. In March, she spent some days with the Sierra Leone Teachers'Union discussing credit union issues.

PUBLICATIONS

Since the 1977 Assembly, four eight-page issues of the newsletter Echo have been published. The total number of language editions was nine, being handled as follows : English, French and Spanish from headquarters; Chinese from Taipei; German from Zürich; Greek from Athens; Japanese from Tokyo; Korean from Seoul; and Thai from Bangkok. In addition to the editor, John M. Thompson at the secretariat, assisted by Mario Cerutti, the editors of the other editions are : Chen-Tsu Wu (Chinese), Leonhard Jost (German), T. Haralambides (Greek), Hiroshi Yoshida (Japanese), Su Un Song (Korean), Prapat Saengwanit (Thai). The total circulation for each printing was approximately 90,000.

The 1977 Annual Report was published in English, French and Spanish.

The Proceedings of the XXVI Assembly of Delegates was produced in a single edition in which each intervention was presented verbatim in the language in which it was given. Languages other than the official WCOTP languages were translated into one of them.

The 1978 Calendar was printed in English, French and Spanish and featured environment education. The pictures for this calendar were obtained from member organizations.

Twenty-three press releases were written and sent out in English, French and Spanish to all members, plus non-member organizations, individuals and other international bodies.

The Recommendations of the European Conference, Skarrildhus, October 1977 were published in English and French.

Studies on the Teacher's Workload, Introduction and Discussions, Skarrildhus, October 1977, was published in English and French.

The Report of the Round-Table Meeting of General Secretaries

of English-speaking Teachers' Organizations in Africa, Mombasa, October 1977, was printed in English.

The Report of the Meeting of the European Editors, Strasbourg, October 1977, was published in English and French.

The Survey Report on Family Life Education Programmes in Southern Africa was published in English, jointly with the International Planned Parenthood Federation.

Teachers and Family Life Education, a report of the WCOTP/IPPF/GNAT Seminar held in Bolgatanga, Ghana in 1976 was published, in English.

CRISIS SITUATIONS

Syndical

The Confederation, following up on previous assistance to the St.Vincent Union of Teachers (an affiliate of the Caribbean Union of Teachers) in its struggle with the Government, put the case before the International Labour Organization at the request of the Union. The case was pending for a period while awaiting further detailed information from the Union which was submitted to ILO in July.

WCOTP urged its members to join in an international campaign to press the Government of Honduras to engage in serious discussions with the Colegio Profesional "Superacion Magisterial" Hondureño (COLPROSUMAH) in regard to educational changes sought by the Colegio. A cable was sent to the President of the Republic and national members of WCOTP sent letters to him urging cooperation with COLPROSUMAH.

The Confederation continued to follow very closely the case of Alfredo Pedro Bravo, Secretary General of the Confederacion de Trabajadores de la Educacion de la Republica Argentina (CTERA), ever since his disappearance on September 8. Two circular letters were sent to members and national members from 18 countries wrote or cabled to the Argentine Government urging the release of Mr.Bravo. WCOTP Secretary General John M. Thompson went to Buenos Aires in December and visited Mr. Bravo in prison. Mr. Thompson was received by the Minister of Interior, talked with officers of CTERA and visited Mr. Bravo's family. In addition, the case was taken up by the Commission on Human Rights of the Organization of American States at the request of the United States National Education Association. Financial assistance to the efforts of CTERA on behalf of Mr.Bravo was accorded by WCOTP and by the Norsk Laererlag of Norway. The case of his detention was presented at a plenary session of the

International Labour Conference on June 19 in the course of the WCOTP Statement delivered by Vice-President Motofumi Makieda. News of the release of Mr. Bravo was received on June 20 and announced in a Press Release. CTERA has expressed its warm appreciation to WCOTP and its member organizations for their solidarity with Mr. Bravo and their efforts to effect his release.

In March teachers in Brunswick, Ohio,USA, went on strike after months of frustration and the rejection by the school board of an arbitration report. Thirty-eight teachers were subsequently jailed and fined $500 per day for each day until they agreed to return to work. At the request of the National Education Association, WCOTP and its members cabled the President of the United States, the Secretary of Labour and the Governor of the State of Ohio. In April, the school board requested and the court ordered the teachers freed. During further negotiations the Brunswick Education Association won significant benefits for the teachers. The WCOTP action in support of this case was supported by members in Belize, France, Indonesia, Iran, Japan, Nigeria, Norway, Spain, Sri Lanka, Sweden and Switzerland.

In June, the Antigua Union of Teachers requested WCOTP assistance to have its President re-instated to the profession after 13 peaceful picketers were arrested and the Union was banned from visiting schools. A cable was sent from the WCOTP secretariat to the Governor of Antigua urging settlement of the issue.

Political

WCOTP continued to follow the situation of teachers in Chile and that facing Chilean unionists abroad. In May the Secretary General sent a letter to the meeting of the Unesco Executive Board regarding the situation of teachers in Chile. WCOTP again urged the Government of Chile to release any teachers still detained and to account for those whose whereabouts are unknown. The Government has still failed to respond to earlier WCOTP communications.

The Confederation continues to be in contact with the General Secretary of the Teachers'Association of Ethiopia in exile, Kassahun Bisrat, and hundreds of his colleagues. As a result of reports regarding the fate of teachers and students in detention in Ethiopia, WCOTP members have responded to the appeal sent out by WCOTP last November by writing letters and sending cables to the Ethiopian authorities and embassies abroad. No reply has been received by WCOTP to its communication to the Government. Mr. Bisrat attended the WCOTP African General Secretaries Round-Table in Mombasa and has since obtained a teaching post in Kenya, with the cooperation of the WCOTP Executive Committee member and General Secretary of the Kenya National Union of Teachers, Ambrose Adongo.

On November 19 the Confederation was informed of the disappearance of Efrain Arevalo Ibarra, a headmaster and External Relations Secretary of the Asociacion Nacional de Educadores Salvadoreños (ANDES 21 de Junio). WCOTP sent a letter to members urging them to send messages to the President of El Salvador. Subsequently, news was received of the detention of Manuel Alberto Rivera, a teacher in a rural school and Membership Secretary of ANDES. In May the secretariat sent out further details of these two cases to member organizations. WCOTP members from 17 countries responded to the appeal. In April ANDES informed the Confederation that the Sectional Secretary, Hector Ramon Guardado, has been detained. WCOTP cabled the President of El Salvador urging his release. In mid-July, the Confederation was informed of the detention of Pedro Bran, the Secretary General of ANDES 21 de Junio, and the re-arrest of Hector Ramon Guardado. Cables urging their release and expressing support for ANDES were sent to the President of the Republic and ANDES.

At its March meeting the Executive Committee approved the following Statement on Methodology for Political Action and Defence of Human Rights which had been drawn up by the Sub-committee on Political Action :

While the World Confederation of Organizations of the Teaching Profession, by its constitution an independent political force, should refrain from taking sides in national and international political controversies, the Confederation should, as matter of course, concern itself with any infringement of fundamental rights, both individual and collective, enshrined in the Universal Declaration of Human Rights. In particular, the Confederation has a special role where the lives and status of teachers or of pupils and students are directly involved.

In furtherance of these principles,

1. The Confederation will take immediate action on request from member organizations in regard to breaches or suspected breaches of individual or collective rights within their own countries provided that the organization requesting such action provides sufficient evidence to establish at least a prima facie case of a breach of such rights;

2. The Confederation will consult with member organizations in respect of breaches of individual or collective rights in their countries which are raised by members in other countries, and, if the organization(s) in the country so desire, the Confederation will take action on the same basis as in (1) above;

3. In the case that the organization in the country concerned does not desire action by the Confederation, the Confederation will not normally take any action other than informing the requesting

organization of the situation; however, in exceptional circumstances, the Executive Committee or the Assembly of Delegates may decide, after consultation with the national organization(s) in the country concerned, to take action in accordance with the principles enunciated above;

4. In the case of action requested by a member organization on behalf of an individual in a country in which WCOTP has no member, the Confederation will furnish the organization making the request with any information at its disposition;

5. In the case of action requested on behalf of a group in a country in which the Confederation has no member, the Confederation will consult with the national teachers'organizations in the country concerned and/or will conduct its own investigation of the situation and take appropriate action in furtherance of the principles enunciated above;

6. In the case of action requested by an international organization or brought to the attention of the Confederation through its contacts with an international body with which it cooperates, the Confederation will follow the same procedure as in either (2) or (5) above;

7. In the case of a request for action on a breach or suspected breach of individual or collective rights raised with the Confederation by a non-member organization in respect of its own country, the Confederation will take immediate action if the case is considered clear or will mount an investigation on the basis of which to determine appropriate action if the case appears to have world-wide significance;

8. In the case of a request for action on a breach or suspected breach of individual or collective rights raised with the Confederation by a non-member organization in respect of another country, the Confederation will take action only if the case appears to have world-wide significance and only after thorough investigation. If the case concerns a country in which the Confederation has a member organization, action will be taken in accordance with (2) above or, in exceptional circumstances, (3) above.

It is recognised that in exceptional circumstances action may be required even outside of these provisions in order to make clear the adherence of the Confederation to the principles enunciated at the outset of this document.

SPECIALIZED ACTIVITIES

The International Association of School Librarianship (IASL) held its seventh annual conference July 27 to August 2 in Melbourne,

Australia. The theme was : "The Democratization of Education - Implications for School Libraries".

The International Council on Education for Teaching (ICET) held its annual conference in Rio de Janeiro in July.

The International Council on Health, Physical Education and Recreation (ICHPER) will hold its next congress in Kiel, Federal Republic of Germany, July 17 - 23, 1979.

The International Reading Association (IRA) held its seventh world congress in Hamburg, August 1 to 3, 1978.

ASSEMBLIES

The 1978 Assembly, being held in Jakarta, Indonesia, July 26 to August 2, was organized in cooperation with the Persatuan Gur Republik Indonesia. The theme study on "The Teaching Profession in the World of Tomorrow" includes 18 replies from members in 16 countries. The synthesis was prepared by Chief A.A.O. Ezenwa, WCOTP Executive Committee member from Nigeria.

Resolutions

Resolution relating to the 1978 Theme

THE TEACHING PROFESSION IN THE WORLD OF TOMORROW

Preamble

This 27th Assembly of the World Confederation of Organizations of the Teaching Profession:

affirms that education is an investment to secure a better quality of life in the world of tomorrow, and

asserts the crucial importance of the teacher in the development of young minds.

The world of tomorrow will continue to be a multicultural and plurilingual society. Therefore, all persons without exception or exclusion must have equality of opportunity.

For the world of tomorrow to be a world at peace with justice and dignity for all persons, the schools and education must help to prepare young people to be alert to social issues, aware of human needs and in possession of a social conscience. The educational process must develop not only adaptable persons capable of adjusting to all changes but also critical thinkers capable of instuting change where necessary and showing respect for the human rights of all individuals.

As we look to tomorrow we realise that all human beings have great potentialities and it is education that can enhance and advance these potentialities and turn them towards constructive and beneficial purposes.

The teaching profession together with other sectors of society must strive to make governments apply the wealth of nations to the satisfaction of the basic needs, among which is education.

It is education that will help future humanity find its place in the world of tomorrow.

A. The role of the Individual Teacher

In the world of the future, in particular, the teacher has a professional duty to respond to the individual needs of each child. Effective responses need to be provided regardless of the origin or personal circumstances of the child. A particular characteristic of the role of the teachers of the future will be the complexity of their task which must be centred on the need to prepare the child for the assumption of personal responsibility and the exercize of wise choice in a world of constant and unpredictable change.

To this end the Assembly affirms that:

It is the right and responsibility of teachers to be constructive critics of the educational system of which they are a central part, to strive for its improvement and to demand access to the means of improving their own professional competence.

B. The role of the Teachers'Organizations

This Assembly calls upon the national member organizations of WCOTP to redouble their efforts to bring about:

- an enhanced public appreciation of the value of education as an essential service to society;

- adequate funding of education at all levels;

- the promotion of professional status through acceptance by government and the public of the concept of a self-regulating profession, the establishment of codes of ethical practice, and the protection of the teacher's right to exercize professional judgement;

- security of employment for teachers and remuneration commensurate with the importance of their task;

- assurance of a satisfactory level of general education and specialized teacher education for teachers before their entry into the profession, and the maintenance of satisfactory criteria for the certification of teachers;

- acknowledgement by the competent authorities of the right of teachers during their years of service to recurrent education of both a general and a specialized nature;

- provision of educational leave without loss of wages or any other benefits to enable teachers to take part in in-service education without sacrifice of the time needed for rest and recuperation;

- involvement of teachers and their organizations in educational planning and full participation in all aspects of educational reform and development;

- conditions of work, hours of work, class sizes and totals of pupil contact hours which permit the teacher to respond to the varying needs of students, to design teaching strategies, to evaluate student progress and to play an active part in curriculum development and the creation of educational materials;

- provision of advice, assistance and support to teachers through the engagement and appropriate deployment of consultants skilled in: curriculum development, the design of teaching strategies, the creation of teaching and learning materials, the diagnosis of learning difficulties, and the measurement of student progress;

- development within teachers' organizations themselves of a high level of competence to participate in the educational planning and policy making process:

- the establishment of counselling services for teachers to help them to deal with any personal and professional problems which arise from the increasing complexity of the educational and social environment.

C. The role of WCOTP in the World of Tomorrow

The Confederation recognizes that as an international organization of teachers it has a responsibility to influence governments and international organizations be they governmental or non-governmental, to shape education systems to meet the increasingly complex needs of the future.

To this end the Assembly recommends that WCOTP should:

- intensify its efforts to promote understanding of the importance of education as a priority investment for the future;

- continue to pursue vigorously the implementation of the Unesco/ILO Recommendation Concerning the Status of Teachers;

- actively promote the principle of equality between women and men;

- support member organizations in their efforts to establish educational programmes and services that will meet the needs of tomorrow;

- recognize cultural and regional differences; promote programmes of mutual assistance and exchange, and regional projects which are designed to meet the specific needs of teachers and their organizations;

- provide the necessary information about and encourage member organizations to pursue the implementation of the United Nations Declaration of the Rights of the Child.

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NON-THEME RESOLUTIONS

MEMBERSHIP IN TAIWAN

1. The Assembly of Delegates notes (a) the decision of the 1976 Unesco General Conference which requests international non-governmental organizations which maintain relations with Unesco to break relations with organizations in Taiwan which are in membership of such international bodies and (b) the request of the Unesco Director General for a report on action taken to give effect to this resolution. It notes also that a similar request has been received from the Director General of the United Nations Food and Agricultural Organization (FAO).

2. Whilst recognising the importance of the specific issue raised by Unesco and FAO, the Assembly is equally concerned with the overall issues of principle involved. It is noted that action in this specific case could set a precedent leading to similar demands in other cases in the future.

3. The Assembly considers that, as a matter of principle, it is for the Confederation to determine the nature and character of the organizations who may be affiliated to it. It notes, furthermore, that any organization in membership may have such membership terminated on the recommendation of the Executive Committee if it has not fulfilled the requirements of the Constitution and Bylaws.

4. The Assembly notes that (a) full membership of the Confederation is open to organizations which are composed of teachers within a territorial unit having a national character and a separate educational system not necessarily corresponding to the political boundaries of states as recognised by the United Nations; (b) associate membership is open to organizations as defined in Article VI of its Constitution without any requirement that they have a national character.

5. The Assembly considers that it is up to the Confederation to define the territory within which a full member is considered to operate for the purposes of its membership list. In this context,

the Assembly notes that the China Education Society is included in the list of full members as operating within the territory of Taiwan.

6. The Assembly notes that the Executive Committee sees no ground on which to recommend the termination of the membership of the China Education Society, the Taipei Municipal Education Association and the Taiwan Provincial Education Association and supports this decision.

7. The Assembly notes the potential implications of its decision on relations with Unesco and FAO and, possibly, other UN specialized agencies and bodies. The Assembly does not consider such implications as reason to change its policy. However, the Assembly urges all member organizations to press their competent national authorities to oppose proposals put forward in any UN agency or body which may lead to the breaking of relations between that agency or body and the Confederation on the ground that it has members in Taiwan.

THE STATUS OF TEACHERS

The World Confederation of Organizations of the Teaching Profession at its 27th Assembly in Jakarta has reviewed progress on the implementation of the ILO-Unesco Recommendation Concerning the Status of Teachers.

It notes that the reports of Teachers' Salaries and Academic Freedom have been prepared for the Committee of Experts examining progress on the implementation of the Recommendation and that a study of social security provision for teachers is under way. At the same time it notes with concern that the adoption of the ILO Convention and Recommendation on Labour Relations in the Public Service may be interpreted as undermining the effects of the ILO-Unesco Recommendation in so far as it affects teachers in the public service.

WCOTP believes that notwithstanding the adoption of the Convention the more favourable provisions of the Unesco-ILO Recommendation should prevail as far as the conditions of service of teachers are concerned. (Convention, Article 1, Para. 1)

In particular WCOTP reaffirms:

- that teachers, through their organizations, should determine with their employers, by mutually agreed means, the terms and conditions of their employment (Recommendation, items 82, 83)

- that disputes between teachers and employers should be settled by appropriate joint machinery. (Recommendation, item 84);

- that teachers should not be limited in any way in the exercise of their civic and political rights. (Recommendation, items 79, 80, 81).

Furthermore WCOTP urges:

(a) that a joint committee of representatives of teacher organizations and governments be established by the ILO to study the conditions of work and employment of teachers;

(b) that the joint committee should examine the use of the ILO/Unesco Recommendation Concerning the Status of Teachers to ensure that its provisions take precedence over all other similar instruments, and, in particular, the Convention and Recommendation on Labour Relations in the Public Service.

THE INTERNATIONAL YEAR OF THE CHILD

The 27th Assembly of Delegates expresses its firm commitment to the promotion of 1979 as the International Year of the Child.

The Assembly urges that:

(a) the Confederation should play its full role as the lead agency in the coordination of the activities of the international non-governmental agencies concerned with education;

(b) the Confederation should promote its own activities in support of IYC including the dedication of the 1979 Calendar to IYC and the inclusion of informational material in Echo in respect of international and national actions of teachers' organizations in support of IYC;

(c) its member organizations should associate themselves with national activities in support of IYC, in particular through the promotion of or participation in national IYC committees and support for the UNICEF greeting card programme.

(d) all member organizations be asked to organize programmes, involving their own members, within their own branches, and within their own schools.

THE SITUATION IN MALTA

The Assembly of Delegates:

- notes with concern the report from the Malta Union of Teachers (MUT) about recent educational developments in Malta;

- deplores the failure of the Government of Malta to consult with the MUT and other public service unions in respect of service in the public sector;

- protests at the repressive measures taken by the Government against teachers and other public service workers, victimizing them for taking industrial action, recommended by their unions, and

- calls upon the Government of Malta to accord to the MUT their trade union rights as set out in the Unesco/ILO Recommendation on the Status of Teachers.

- The Confederation offers its good offices to the promotion of discussions and negotiations between the Government of Malta and the MUT to the end that the present differences between them should be amicably resolved.

- The Assembly of Delegates shares the deep concern of the Malta Union of Teachers that the Government's proposals in regard to the direct control of the University of Malta by the Minister of Education will be incompatible with the principles of academic freedom.

WCOTP Programme and Budget

1979-1980

1. The purpose of the Confederation, as laid down in the revised Constitution of the Confederation which has been presented by the Executive Committee for discussion at the 1978 Assembly of Delegates, is to exert "independent political influence on behalf of teachers, it seeks equality of opportunity through education, quality in education, economic security and the protection of human rights. It is dedicated to the cause of teachers, the promotion of their viewpoint, the defence of their interests and the advancement of their status. It promotes the cause of justice and truth which are the essential foundations of any educational process".

2. Noting that "education is a vital element in all aspects of social development" and that "teachers provide the essential link between social policy and educational practice, and between educational goals and the interests of society at large", the revised Constitution states that "It is the role of the Confederation to reflect these particular concerns at the international level and to promote programmes which serve the comprehensive interests of its members."

3. The specific aims of the Confederation are set out in the Constitution as:

"(a) To foster a conception of education directed towards the promotion of international understanding and goodwill, with a view to safeguarding peace and freedom and respect for human dignity;

(b) to improve teaching methods, educational organization and the academic and professional training of teachers so as to equip them better to serve the interests of youth;

(c) to defend the rights and the material and moral interests of the teaching profession;

(d) to promote closer relationships between teachers in different countries."

4. The Draft Programme is designed to translate these goals into action. The associated budgets, as presented in the Report of the Finance Committee, provide the means for their realisation -

within the financial capability of the Confederation. The proposals put forward are related to the major headings of the Budgets at the end of the document and in the Report of the Finance Committee.

5. The Draft Programme and Budgets presented to the 1978 Assembly of Delegates have been prepared for a two-year period, in accordance with the recommendation of the Executive Committee that no Assembly be held in 1979.

6. The programme which follows is designed to serve these ends. The activities listed are those projected at the present time. Additional or alternative projects may be promoted to meet new or changing circumstances. As in the past, sufficient flexibility will be maintained to enable WCOTP to respond to the needs of member organizations at the most appropriate moment.

INTERNATIONAL ACTIVITIES

International representation

7. The basic aim of international representation is to ensure that the voice of the teacher is heard wherever and whenever education or conditions of service are discussed by inter-governmental bodies at the world and regional levels or by non-governmental bodies whose work is related to that of the Confederation.

Relations with inter-governmental bodies

8. Measures will be taken to increase the participation of teachers' representatives in the work of inter-governmental bodies directly or indirectly concerned with education and/or conditions of service of teachers. Special attention will be given to the work of the United Nations and its specialised agencies in a spirit of strong support for their aims and objectives and of constructive criticism when appropriate.

9. The objective of this involvement will be to influence the work of the inter-governmental organizations in the directions sought by teachers and to keep national teachers' organizations fully informed as to their work, especially in regard to the implications for national educational development and the conditions of service of teachers. Such participation is considered essential if the national goals of the member organizations are to be complemented by effecti international action. The cooperation of national member organizations will be necessary in the promotion of appropriate surveys to ensure that the representations made by the Confederation are backed up by adequate evidence. The overall guidelines governing relations

with the UN and its specialised agencies will be spelt out in a separate report being prepared by the Executive Committee.

10. In respect of Unesco, relations in the coming two years will focus on (a) increased action by Unesco and its member states on the application of the Organization's decisions in the field of human rights, international understanding and peace, (b) increased facilities for professional participation for teachers' representatives in programmes for educational development as a corollary to teachers' support for educational change, (c) support for specific programmes of basic concern to the Confederation such as improvements in the status of women, (d) improved informational services within the educational sector as sought by the 1977 International Conference on Education, and (e) cooperation with the International Bureau of Education in the preparations for the 1979 International Conference on Education which will give special attention to "The Improvement of the Organization and Management of Education Systems as a Means of Raising Efficiency in Order to Extend the Right to Education". The Confederation will be represented by a strong delegation at the Unesco General Conference to be held in October-November 1980.

11. The Confederation will pursue its cooperation with the International Labour Organization, especially in regard to conditions of service, workers' education and the application of ILO Conventions in regard to freedom of association and the right to negotiation. Special attention will be given in the coming biennium to the application of the Convention and Recommendation on Freedom of Association and Procedures for Determining the Conditions of Employment in the Public Service adopted at the 1978 International Labour Conference with particular attention to the need to protect the interests of teachers and to ensure that no article of the Convention or Recommendation is interpreted adversely to the provisions of the 1966 Recommendation Concerning the Status of Teachers. The Confederation will urge the ILO to establish a Joint Committee for teachers as recommended by the Joint Committee on the Public Service at its 1976 meeting. In the meantime, the ILO will be urged to include in its 1980-81 programme a technical meeting in regard to the machinery for negotiating teachers' conditions of service and ways and means of making it more effective, with special attention to the specific problems faced by teachers such as stress and responsibility for the welfare of pupil/student groups.

12. In regard to both Unesco and ILO, pressure will be maintained for the application of the Recommendation Concerning the Status of Teachers, making particular use of the report of the Joint Committee which was published in 1976. Member organizations of the Confederation will be asked to submit observations in regard to the application of the Recommendation in preparation for the next study of the

Joint Expert Committee.

13. As far as concerns other specialised agencies of the United Nations or other groupings within its framework such as UNICEF and the Commission on Human Rights, WCOTP will cooperate with them in any appropriate activities to further its overall objectives. The Confederation will urge its member organizations to cooperate in the promotion of the work of the United Nations at the national level and to give increased support to its humanitarian efforts and its programmes designed to build a better world and to fight ignorance, poverty and disease.

14. In 1979 particular attention will be given to the International Year of the Child. The Confederation will (a) promote its own activities to support IYC such as using the Year as the Calendar theme, (b) urge its members to join in the work of national IYC committees and to make special efforts to support the UNICEF Greeting Card Programme in IYC, (c) cooperate with other non-governmental organizations concerned with education in the promotion of IYC, in particular with other international teachers' organizations.

15. WCOTP will pursue cooperation with the United Nations Women's Branch to ensure that the role of teachers in the work of the Branch and the significance of education and educational organizations to the achievement of the goals of the United Nations Decade for Women 1976-1985 is given appropriate attention. Efforts will be made to assure full and effective participation of the profession in the 1980 mid-Decade World Conference the UN proposes to hold in Teheran.

16. The Confederation will work for increased teacher participation in the work of the Organization for Economic Cooperation and Development (OECD) and its Centre for Educational Research and Innovation (CERI) on the basis of the recommendations of the special meeting on OECD matters held during the 1976 Assembly of Delegates and the consultation amongst member organizations in OECD countries held in Paris in November 1977. A further consultation will be planned for 1979 or 1980.

17. Relations with regional intergovernmental bodies will be pursued in like manner and will be referred to in specific cases within the framework of the regional programmes outlines below.

Cooperation with non-governmental organizations

18. The Confederation will cooperate with international non-governmental organizations concerned with education and teachers in order to strengthen its impact in international representations to inter-governmental bodies. Such cooperation will be fostered both

with individual organizations with whom the Confederation shares specific concerns and with groupings of NGO's such as those associated with Unesco and the Economic and Social Council. Within this framework the Confederation will play a major role in the promotion of NGO action in support of the International Year of the Child in 1979.

19. Continuing efforts will be made to harmonize the actions of the international teachers' organizations, with particular reference to the International Federation of Free Teachers' Unions (IFFTU), the World Confederation of Teachers (WCT) and the World Federation of Teachers' Unions (FISE) in accordance with the resolution of the 1976 Assembly of Delegates. In particular it is hoped to further joint activities in relations with Unesco and to organize an international meeting at the European level on an agreed topic similar to that held in Copenhagen in November 1977. Whilst aiming towards the goals of a joint committee of the international teachers' organization as expressed in the 1976 assembly resolution, the Confederation will maintain direct links with the individual international organizations as and when appropriate to further the goals of the Confederation.

Clearing House Activities and International Projects

20. The Secretariat will respond to requests for information from member organizations on an international or a comparative national basis and will assist individuals seeking assistance as far as possible. It is considered to be one of the essential functions of the Secretariat to be the service agency to which member organizations can turn whenever they seek international information to assist them to take action on the national level. The Confederation serves equally as an information centre for UN agencies and other bodies seeking the benefit of its experience in international educational affairs.

21. As and when required, international studies will be promoted in the interests of the national membership. In particular in 1979 and 1980 the theme study will be carried out in preparation for the 1980 Assembly on "Education and Development".

22. A major need affecting all regions which has been made manifest in recent years is training of middle-level leadership and the development of technical skills on the part of officers and officials of national teachers' organizations in developing countries. On the basis of the experience gained during the pilot project held in Choully near Geneva in June 1977, further projects will be promoted within the framework of the WCOTP Institute for Teacher Organization Development. The success of this programme will depend in

large measure on the ability of the Confederation to raise external assistance which it is hoped to do with the cooperation of member organizations in developed countries.

23. Further measures will be taken to strengthen the role of the Confederation in the promotion of bi-national and multi-national cooperation amongst member organizations on the basis of the memorandum adopted by the Executive Committee following the ad hoc meeting held in Morges in March 1978 (sent to member organizations in May 1978). Future ad hoc meetings will be held in 1979 and 1980 to meet the current needs.

Publications

24. Continuing importance will be given to the news releases issued by WCOTP to make its activities more widely known. On the basis of the successful experience of recent years the releases will be designed both to inform members in a succinct form of major developments and to present this information in a usable form for reproduction by member organizations through their journals or otherwise.

25. Echo will continue to be published four times per year in order to convey to a wider audience the major elements of the WCOTP programme and actions. It will also carry information regarding significant developments in the work of other international bodies or national organizations. It will be distributed in particular to branches of national members, outside organizations interested in education, and individuals in a position of influence. The cooperation of member organizations will be sought to improve the distribution machinery in the year ahead.

26. Continuing attention will be given to the placement of information regarding the work of the Confederation in national educational publications. Member organizations are urged to cooperate in this effort, in particular by requesting articles and/or news items on matters of special interest to their members.

27. The Proceedings of the Assembly will be published in one volume in the original language of the speakers, verbatim rather than condensed. The Annual Report will comprise basic reference documents such as the membership list, the constitution, etc.

28. Seminar reports will be published in the languages of the projects themselves. It is hoped to give them wider distribution than in the past as many of the issues considered in one particular region are of equal interest in other areas of the world. The final statements, conclusions or recommendations of all seminars will be published in English, French and Spanish and sent to all member orga-

nizations for their information.

REGIONAL ACTIVITIES

29. The regional programmes reflect degrees of variation in the emphasis placed on the application of the overall principles and policies of the Confederation, related to the historical and cultural background of each region. The advice of regional groupings of member organization such as the European Conference and the Asian Council is taken into account, as well as the views of independent regional bodies such as the All Africa Teachers' Organization (AATO) and the Confederation of American Educators (CEA).

Africa

30. The programme activities of WCOTP in Africa change from year to year to reflect new conditions on the continent. However, it is clear in some instances change is faster than in others. The teachers' organizations with an established base of full-time staff, a steady income and a regular programme of professional activities tend to become stronger with each passing year. This is due mainly to good leadership and sensitivity to the needs of society. They have recognised that teachers in developing countries have a very large role to play in nation building. As the largest educated group in the community, society expects more from teachers than a narrow occupational outlook. The Confederation seeks to further the formulation of this emerging concept by supporting meetings on the teachers' role in national development.

31. Under this heading, all aspects of the role of a teachers' union are studied with special attention to what the union can do for the country. Since only a strong union can take on new tasks, the process of strengthening goes on all the time, parallel to meetings dealing with specific themes of contemporary importance as early childhood education, literacy, vocational training, family life, environment, home economics. A teachers' organization which involves its members in such fields is contributiong to national development.

32. A second area of concentration will be on assistance to less strong organizations to enable them to become stronger. In some cases, such developments are not encouraged by governments who are apprehensive of strong unions. Thus innovative ways must be used to achieve results. These include the use of consultants both from the region and elsewhere, efforts to convince the authorities of the benefits of working closely with teachers' organizations and the widespread holding of local meetings of teachers during the

course of tours of rural areas.

33. Underlying all of this work, whether professional or trade union in nature, is the key word of training. Training has become the main thrust of the Confederation's efforts - short professional seminars, trade union courses, consultant services. The provision of these services depends in large measure on the degree of bi-national and multi-national support which the Confederation can obtain through its member organizations. Based on past experience, the amount included in the budget for African programme projects must be looked upon as only about one-fourth of what is likely to be expended in 1978 thanks to support offered by member organizations and sought by them from their governmental foreign aid agencies.

34. The detailed programme for the coming two years will be shaped in large measure by the outcome of the meeting of English and French-speaking General Secretaries to be held in Lomé, Togo in October 1978. In the meantime a number of specific programmes are planned in the two language speaking areas.

35. Workshops designed for the members of the national executives will be held in association with meetings of the governing bodies of the French-speaking organizations which are held statutorily during the vacations of Christmas, Easter or, in the case of those bodies which meet every two years, in July. These workshops will offer a unique possibility for the responsible officers to question and reflect on changes needed in the structures of their organizations.

36. Information and training programmes for the local trade union sections will be promoted in order to awaken teachers to the need to be active members of the union. Such programmes are currently envisaged for Togo, Mali and Senegal and possibly Zaïre.

37. A regional seminar for treasurers and assistant treasurers in French-speaking Africa will be organized in order to assist them in their work: basic elements of book-keeping, budget preparation, development plans, management and administration of a union. Such training is more and more sought after with the development of the check-off system in Ivory Coast, Mali, Togo and Zaïre.

38. A regional seminar for French-speaking Africa will be held on the theme "Teachers' unions and school reform in Africa". The seminar will aim at the development of the teachers' viewpoint on reform, a question which is studied widely on the governmental and higher education levels. Emphasis will be placed on the role that teachers play in the establishment of a new educational system which takes into account the national realities.

39. A national seminar will be held in Kenya for branch treasurers which will focus in particular on the practical aspects of handling the financial affairs of a teachers' organization, including the training of credit union officers.

40. Two more zonal training programmes, within the framework of the Institute for Teacher Organization Development, will be held in the series initiated in 1978 with the financial assistance of the Swedish International Development Agency. These will be held in Ghana and Kenya in 1979. Further activities in this field will be promoted within the framework of the Institute project.

41. The Confederation will continue to strengthen its cooperation with regional organizations especially the All Africa Teachers' Organization. Further contacts will be developed with the Organization of African Trade Union Unity, the Association for Teacher Education in Africa and the Union of Science Teachers' Associations of Africa.

Americas

42. The Confederation's programme area "the Americas" comprises three distinct entities - North America, the English-speaking Caribbean, and the Spanish- and Portuguese-speaking countries. On these divisions are transposed those of the large countries with federal structures (United States, Canada and Brazil, for example) and the smaller units of Central America and the Caribbean. The needs in each are different and the programme of WCOTP must accomodate thereto.

43. Most of the Latin American countries have developed patterns of society which have concentrated power in the hands of an élite with a much larger peasant and worker sector subject to the first group. Much is heard outside of Latin America of "revolutions", but in many cases they represent changes of power within the élite sector and are changes of government rather than fundamental changes in society. In most countries, the teaching community represents a force between the two main blocks, élite in the same sense that they are educated, but seeking real social change for the benefit of the broad mass of people rather than palliatives or compromises designed to maintain the basic structure of society and to head off real revolution. Believing that social change must precede true educational change, many of the teachers' organizations have adopted political stands which might seem out of context in other areas of the world.

44. In this situation, a major role of the Confederation is to support national teachers' organizations in their efforts to promote social change within the national context and to develop their internal strength so that they are the better able to respond to the needs of their members. To this end, national seminars and expert

consultancies will be arranged on request from member organizations.

45. Two regional training programmes will be held in Latin America within the framework of the Institute for Teacher Organization Development - one in Costa Rica for Central America and nearby countries and the other in Brazil for the southern area of South America.

46. To strengthen the basis of cooperation in Latin America, special attention will be given to the study on educational statistics initiated in 1978, under the direction of the Confederation's Consultant in the Americas.

47. A continuing concern in regard to the programme in Latin America is the Confederation's response to crisis situations as and when they arise. The Confederation is not concerned directly with the politics of the situation but with the protection of the rights of the national teachers' organizations, whether members of the Confederation or not. By responding to such situations in a positive manner - by statements of support, protests to the authorities, despatch of a representative for purposes of review or expression of solidarity and/or financial assistance (even if limited in scope) - the Confederation not only plays a role in the specific situation but is seen by the teachers in the whole area as a living organism concerned with their welfare.

48. In this context, the Confederation will continue to act in regard to the situation facing teachers in Argentina, El Salvador and Chile. Equal attention will be given to the problems faced by national teacher organizations in other countries where member organizations and other national teacher organizations with whom the Confederation cooperates are affected by political crises and seek the material and moral support of their colleagues in other lands.

49. The extended programme of visits to national teachers' organizations, members and non-members of the Confederation, involving Executive Committee members from the region will be developed further in 1979 and 1980. The basic aim of these visits be to know in greater depth the particular problems of the national teachers' organizations and to explain to them the ways and means of action by the Confederation within the often delicate national political situation. Active cooperation will be maintained with the Confederation of American Educators (CEA) to further the mutual interests of the two confederations.

50. In the Caribbean area, a regional seminar for the English-speaking teachers' organizations will be held in Jamaica in 1979 on the theme "The Nature and Role of Teachers' Organizations in the

Caribbean Society of the 1980s". It is hoped to include, for the first time in the region, participants from the French-speaking territories of the Caribbean. A regional training programme within the framework of the Institute for Teacher Organization Development is projected for Grenada.

51. The Confederation will cooperate with the Caribbean Union of Teachers (CUT) in the development of contacts amongst the teachers' organizations of the diverse islands and territories with special attention for the needs of the smaller units.

52. As far as North America is concerned, the prime objective of the programme of the Confederation is to support the international programmes of the national teachers' organizations of Canada and the United States, and to provide clearing house services for the national and state/provincial teachers' organizations in regard to educational development overseas.

Asia

53. Within the vast area of Asia and the Pacific, stretching from Iran to Western Samoa and from Japan to New Zealand, there is clearly a wide variety of national situations to which the Confederation is called upon to respond. Promoting the unity of the area is one dimension: serving the sub-regional needs of varying cultural and political groupings is another. To help the development of this widespread programme, the Asian Council (comprising one member from each member organization) is recognised as the advisory body of the Executive Committee.

54. The Seventh Asian Regional Conference will be held in Japan in September-October 1979 with two major themes, "Education for the Rights and Obligations of Trade Union Membership" and "Teachers as Community Development Leaders".

55. A national seminar on "National Development and Population Education" will be held in Indonesia. International participation will be invited from the Philippines, Singapore, Malaysia and Thailand.

56. An intensive training programme to strengthen teacher trade union work will be promoted with special emphasis on techniques, methods and practices of conducting seminars and other activities to involve the membership to the maximum possible degree.

57. Particular attention will be given in the biennium to the development of closer relations with the teachers' organizations of India. A series of interstate seminars will be held each involving

participants from the similar project planned for late 1978. The seminars will be concerned with the development of an effective national organization in a federal structure.

58. Two seminars will be held on "The Role of Women Teachers in National Development", one for Southeast Asian and the Western Pacific and the other for the South Pacific region.

59. A sub-regional meeting of General Secretaries and Treasurers from Bangladesh, India, Sri Lanka and Thailand will be held in 1980. This will be the first of a series to be held in successive years such that the whole region is covered during a four-year period.

Europe

60. Cooperation amongst the national teachers' organizations of Europe has existed on an organized basis for over 60 years, especially within the ranks of primary and secondary school teachers and their respective constituent federations. The Confederation's direct involvement goes back to 1966 when the need for activities serving teachers became increasingly apparent.

61. This movement was stimulated further by the greater degree of regional cooperation at the inter-governmental level, initially through the Council of Europe and later within the framework of the European Communities. The latter is becoming increasingly involved in education and with its capacity to issue directives and not only recommendations it has become a matter of major concern to the national teachers' organizations in the nine countries concerned.

62. Within the past few years, regional cooperation in the trade union field has also increased with the foundation of the European Trade Union Confederation (ETUC). Those members of the Confederation who are also members of trade union centres affiliated to the ETUC wish to see the Confederation provide the channel for their cooperation with the ETUC on a sectoral basis.

63. To serve these ends, European cooperation will be promoted in three principal ways:

(a) regional seminars and working groups to study issues of particular concern to the European Communities, the Council of Europe and the ETUC

(b) the European Conference to determine European policy on the basis of the work of the seminars and working groups, to review relations with the inter-governmental bodies (on the same basis as the Confederation's relations with inter-

governmental bodies as outlined above) and to advise the Executive Committee in regard to the regional programme

(c) the European Committee elected by the European Conference to continue its work between meetings of the Conference.

64. The Confederation will further its cooperation with the European Communities through in-depth studies on topics of basic concern to its Education Committee and the Commission. This work will be promoted through the WCOTP European Committee and its sub-committee on questions related to the European Communities. The aim will be to produce WCOTP recommendations reflecting the teachers' viewpoint on the issues concerned. Discussions with the Commission in regard to the best form of regular consultation will continue. A meeting of editors of teachers' journals from European countries will be arranged in 1979 in cooperation with the Commission.

65. In connection with the project of the Council for Cultural Cooperation of the Council of Europe on Preparation for Life, the Confederation will prepare materials on sub-topics of the main theme which are of mutual concern to the CCC and the Confederation. Working groups will be convened as appropriate in the preparation of these materials. The final recommendations will be formulated by the European Conference. The Confederation hopes to maintain its regular participation in conferences, symposia and expert meetings convened by the Council.

66. In order to strengthen relations between teachers' organizations and the European Trade Union Confederation (ETUC)and to play a more effective role in the overall work of the ETUC, the Confederation will continue its efforts to promote the formation of a single committee of European teachers' organizations, regardless of their international affiliations, combining the current membership of the WCOTP ETUC Working Group and the European Teachers' Trade Union Committee (ETTUC). The new committee would be supported by the three international teachers' organizations directly concerned - WCOTP, the International Federation of Free Teachers' Union (IFFTU) and the World Confederation of Teachers (WCT). Such a committee would fulfil the function of an Industry Committee, recognised by the ETUC and fulfilling all the functions of such a Committee; its precise role and working arrangements will be discussed further with representatives of the ETTUC and will eventually be decided by a formal meeting as and when an agreement has been reached.

67. The 1979 European Conference will be held from November 20 to 24 in Malta, on the occasion of the 60th Anniversary of the Malta Union of Teachers. One half day will be devoted to the special problems of teachers' organizations in the Mediterranean area. The place

and dates for the 1980 Conference will be determined by the European Committee. The European Committee, which will be elected at the 1978 Conference, will meet about three times per year, one such meeting being held in connection with the Conference.

SPECIALISED ACTIVITIES

68. In accordance with the decisions of the 1977 Assembly, the pattern of specialised activities has been changed. The major educational interest previously handled by specialised committees will be reviewed periodically by the Confederation as a whole, special sessions of the Assembly being devoted to such interests when considered appropriate by the Executive Committee. Ad hoc committees will be appointed by the Executive as and when needed for specific tasks.

69. In their respective fields, active contact will be maintained with the Confederation's international members - the International Council on Health, Physical Education and Recreation; the International Council on Education for Teaching; the International Association of School Librarianship; the International Federation for Home Economics; and the International Reading Association. The aim of these contacts will be close cooperation in programmes of mutual interest.

70. In order to strengthen the direct involvement of the Confederation in the development of the initial and inservice education of teachers and in order to elaborate a WCOTP policy statement on teacher education, the Executive Committee will examine, in consultation with teachers and teacher educators in each region of WCOTP, the most appropriate action to achieve this aim, including the possibility of a world-wide survey and/or working party to examine the effectiveness of teacher participation in all forms of teacher education. The Executive Committee will report on their action at the 1980 Assembly.

LEGISLATIVE OPERATIONS

71. The 1980 Assembly of Delegates will be organized in Brasilia, Brazil, from August 3 to 9 with the Confederação dos Professôres do Brasil as host and with the cooperation of the Associação Brasileira de Educação. The theme of the Assembly will be "Education and Development".

72. The 1980 Assembly will be followed by an invitational seminar in Rio de Janeiro, Brazil, on a theme related to organizational development.

73. Cooperation with the Constituent Federations in the areas of elementary and secondary education, the International Federation of Teachers' Associations (IFTA) and the International Federation of Secondary Teachers (FIPESO), will be furthered during the coming year in order to promote the closest possible harmony in the development of their work which is of equal concern to the Federations and the Confederation.

74. The Executive Committee will meet at least once each year in 1979 and 1980 in addition to meetings immediately prior to and following the 1980 Assembly in Brasilia.

BUDGET FOR 1979 AND 1980

All figures are in Swiss francs

	1979		1980	
INCOME				
Full members' dues	2,125,000		2,400,000	
Associate/international members' dues	25,000		25,000	
Grant (Unesco and other contracts)	20,000		20,000	
Sundry items	35,000		35,000	
		2,205,000		2,480,000
EXPENSES				
International operations				
Secretary General's Office	137,000		145,000	
International representation	68,000		71,000	
United Nations relations	77,000		81,000	
Clearing house	36,000		38,000	
Publications	165,000		173,000	
		483,000		508,000
Regional programmes				
Multi-national cooperation	41,000		43,000	
Africa	232,000		244,000	
Arab-States	18,000		19,000	
Asia	211,000		222,000	
Europe	174,000		183,000	
America	126,000		133,000	
Special assistance projects	11,000		12,000	
		813,000		856,000
Legislative operation				
Assembly of Delegates	---		160,000	
Assembly assistance	---		160,000	
Executive/Finance Committees	90,000		160,000	
		90,000		480,000
Central Services				
Office operations *	471,000		494,000	
Translation services	90,000		94,000	
		561,000		588,000

*Detailed breakdown in Finance Committee Report

All figures are in Swiss francs

	1979		1980	
Special provisions				
Education and home leave	35,000		35,000	
Financial operations	5,000		5,000	
Provision for Deputy Sec.Gen.	---		120,000	
Depreciation of equipment	5,000		5,000	
International Institute	45,000		50,000	
		90,000		215,000
	Surplus	168,000	Deficit	(167,000)
		2,205,000		2,480,000

5m

WCOTP Constitution and Bylaws

I. NAME

Confédération mondiale des Organisations de la Profession enseignante; World Confederation of Organizations of the Teaching Profession; Weltverband der Lehrerorganisationen; Confederación Mundial de Organizaciones de Profesionales de la Enseñanza, hereinafter referred to as "the Confederation".

II. DEFINITION OF PURPOSE

1. The Confederation, founded in Copenhagen in 1952, exerts independent political influence on behalf of teachers. It seeks equality of opportunity through education, quality in education, economic security and the protection of human rights. It is dedicated to the cause of teachers, the promotion of their viewpoint, the defence of their interests and the advancement of their status. It promotes the cause of justice and truth which are the essential foundations of any educational process.

2. Education is a vital element in all aspects of social development. Teachers provide the essential link between social policy and educational practice, and between educational goals and the interests of society at large. It is the role of the Confederation to reflect these particular concerns at the international level and to promote programmes which serve the comprehensive interests of its members.

III. AIMS

The Confederation aims at gathering into one powerful organization teachers from all stages of education, with a view to enabling them to exert an influence corresponding to the importance of their social function. It proposes, in cooperation with the constituent federations:

(a) To foster a conception of education directed towards the promotion of international understanding and good will, with a view to safeguarding peace and freedom and respect for human dignity;

(b) To improve teaching methods, educational organization and the academic and professional training of teachers so as to equip them better to serve the interests of youth;

(c) To defend the rights and the material and moral interests of the teaching profession;

(d) To promote closer relationship between teachers in different countries.

To further these aims, the Confederation shall establish, in cooperation with the constituent federations where appropriate, relations with (a) official organizations working for international cooperation and understanding including the United Nations and its specialized agencies, (b) other international non-governmental organizations sharing mutual interests with the Confederation.

IV. CONSTITUENT FEDERATIONS

1. Within the framework of the Confederation there exist two international federations representing the particular interests of primary and secondary education, these federations being called the International Federation of Teachers' Associations (IFTA) and the International Federation of Secondary Teachers (FIPESO).

2. Each constituent federation shall have complete control of its internal organization and shall have full power to study and deal with problems within its special sphere and maintain its own external relations within that sphere, provided that its constitution, its bylaws and its activities are in harmony with the general policy of the Confederation.

3. Resolutions from the constituent federations shall be submitted to the Confederation and, if so approved, shall be incorporated in the policy and programme of the Confederation.

4. A national organization shall have the right to approach the Confederation on any matter which is not the specific concern of the constituent federation through which it may be affiliated to the Confederation.

V. MEMBERSHIP

Membership shall be open to organizations of the teaching profession the constitutions of which contain nothing contrary to the Constitution of the Confederation and which meet the require-

ments of Article VI, VII or VIII.

VI. FULL MEMBERSHIP

A teachers' organization shall be eligible for full membership of the Confederation if it meets the following conditions:

(a) is national in character and scope and enrols members at all levels of the profession or from a clearly defined sector of the national education system, and

(b) is concerned with the overall professional and/or trade union interests of its members.

Full members will affiliate to the Confederation as follows:

1. (a) Organizations which represent exclusively primary or secondary teachers will affiliate to the Confederation through their respective constituent federations.

(b) Organizations which represent more than one stage of education will have the choice of two methods of affiliation: They will allocate their members to the above named federations and affiliate to the Confederation in the manner described under (a), or they will affiliate directly to the Confederation, and may, if they so desire, allocate their members to the appropriate constituent federations.

(c) Organizations other than those described under (a) and (b) will affiliate directly to the Confederation.

2. (a) Applications for affiliation to the constituent federations shall be examined by their executive committees and submitted for ratification to their general assemblies. At the same time notification shall be sent to any full members in the same country and to the Executive Committee of the Confederation.

If objection is raised to the application, the decision shall be postponed for one year, during which time the Executive Committee of the Confederation, before making its own decision, shall consult with any full members in the same country. If, at the end of the year, the federation concerned adheres to its proposal for admission, and if the Executive Committee of the Confederation again opposes it, the federation may appeal to the Assembly of Delegates of the Confederation, whose decision shall be final.

(b) Applications for affiliation from national organizations affiliating directly to the Confederation will be considered by the Executive Committee, who will consult with any full members

in the same country before submitting them for approval to the Assembly of Delegates of the Confederation.

VII. ASSOCIATE MEMBERSHIP

A teachers' organization, other than an organization eligible for full membership, shall be eligible for associate membership of the Confederation if it meets the following conditions:

(a) is a specialist national or international society of individual educators, or

(b) is an educational institution, or

(c) is a state, provincial, regional or local association of teachers.

Any application for associate membership should normally be accepted by the full member organization(s) in the country concerned, if such exist.

Associate members with 10,000 individual members or less shall be entitled to one representative at the Assembly of Delegates. Associate members with more than 10,000 members shall be entitled to two representatives. Associate members shall not be entitled to vote.

VIII. INTERNATIONAL ASSOCIATE MEMBERSHIP

1. International associate membership of the Confederation may be accorded to international organizations composed in the main of national organizations which would be eligible individually for full or associate membership.

2. International associate members will have the same privileges as associate members in the Assembly of Delegates.

IX. TERMINATION OF MEMBERSHIP

Upon the recommendation of the Executive Committee, the Assembly of Delegates by a two-thirds majority vote may terminate the membership of a member organization which has not fulfilled the requirements of the Constitution and Bylaws.

X. ORGANIZATION

The Confederation shall be directed and administered by the following:

1. An Assembly of Delegates
2. An Executive Committee
3. A Secretariat

1. Assembly of Delegates

(a) The Assembly shall be composed of delegates appointed by the full members affiliated to the Confederation. It shall meet annually unless the Assembly of Delegates determines otherwise, and at least every two years. Each full member is entitled to at least one delegate and at least one vote.

(b) Votes are allocated to each individual organization whose membership dues have been paid in full for the year in question in accordance with its membership on the following scale:

first	100,000 members	- 1 vote per 5,000 members
next	200,000 members	- 1 vote per 10,000 members
next	300,000 members	- 1 vote per 15,000 members
next	400,000 members	- 1 vote per 20,000 members
next	500,000 members	- 1 vote per 25,000 members
next	600,000 members	- 1 vote per 30,000 members

A member organization which has not paid in full and whose reason for doing so has been accepted by the Executive Committee as being valid shall be entitled for that year to the total of the number of votes which correspond to the proportion of its membership dues which have been paid plus 25% of the balance of votes to which it would have been entitled had its dues been paid in full.

A full member which cannot be represented at an Assembly of Delegates may vote by proxy provided it has given advance notification to the Secretary General of the Confederation.

(c) Delegates. Each full member organization shall be entitled to one delegate, with an additional delegate for every 5,000 members or part thereof, the maximum for any association to be 50 delegates.

(d) Functions. The Assembly of Delegates shall:

- Determine its agenda
- Decide the programme of the Confederation
- Examine the general report on the work of the Executive Committee including the financial report and determine the Budget

- Adopt policy statements on behalf of the membership
- Elect the Executive Committee

2. Executive Committee

(a) Composition

(i) The Assembly of Delegates shall delegate its powers to an Executive Committee composed of the President, the Immediate Past President (during the first two years after having completed his or her term of office as President), two Vice Presidents and other members as follows:

Nine members of the Executive elected from candidates nominated by at least one full member organization. Nominations, accompanied by a curriculum vitae of the candidate, shall be submitted to the Secretary General by a deadline determined by the Assembly of Delegates.

One representative appointed by each constituent federation whose names shall be communicated to the Secretary General of the Confederation.

At least one person from each of the five regions: Asia ; Africa; Europe; North America and the Caribbean; and Latin America shall be in membership on the Executive Committee (excluding consideration of the regions of origin of the President, the Immediate Past President , and the representatives of the constituent federations). No region can have more than six members on the Executive Committee. When there is not a continuing member from a region, a separate election shall be held to elect one candidate from that region. Thereafter, an open election shall be held to fill the remaining seats. The Executive Committee shall establish a list of full member organizations according to the regions to which they shall belong for electoral purposes.

(ii) Any candidate for the office of President or Vice President must be nominated by at least three full member organizations from different countries. Nominations for the office of President or Vice President must be filed with the Secretary General not less than ninety (90) days before the opening of the Assembly of Delegates at which the Assembly will take place. The names of all nominees, together with their curriculum vitae, shall be sent to all member organizations at least sixty (60) days before the opening of the said Assembly of Delegates. In the event that a bye-election for President or Vice President shall become necessary after the beginning of the ninety (90) day pre-assembly period, nominations shall be made at the Assembly.

A nation cannot have more than one representative on the Executive except that the countries to which the President, the Immediate President and the representatives of the constituent federations belong will not thereby be debarred from representation on the Executive Committee.

(iii) The members of the Executive Committee shall be elected by the Assembly of Delegates. Successful candidates in the election for President and Vice President must obtain a majority of the votes cast in a first or subsequent ballot. Until this situation is reached, the candidate with the lowest number of votes will be eliminated from each successive ballot. In the case of other elections, candidates receiving the highest number of votes corresponding to the number of seats to be filled shall be declared elected. In the event of an equality of votes for the last seat or seats to be filled a run-off election shall be held amongst the candidates concerned. In the further event of an equality of votes the election to the seat or seats concerned shall be decided by lot. Members of the Executive Committee shall take office at the close of the Assembly of Delegates.

(iv) The President and Vice Presidents shall each serve for three years and shall not be eligible to succeed themselves in the same office. Other Executive Committee members except the representatives of the constituent federations shall serve for two years; they shall be eligible for re-election but shall not serve for more than two consecutive terms.

In the event that no Assembly of Delegates is held in any particular year, the members of the Executive Committee whose mandates would have been completed at that Assembly shall serve until the next Assembly of Delegates.

(b) Functions. The Executive Committee shall direct the work of the Confederation, according to instructions from the Assembly of Delegates, and shall act on behalf of the latter to deal with urgent business arising between meetings of the Assembly. It shall assume control over, and responsibility for, the administration and finances of the Confederation.

The Executive Committee shall prepare a draft agenda for the Assembly of Delegates and circulate it to the member organizations at least ninety days prior to the opening of the Assembly. The Committee shall submit a report on its activities subsequent to the previous meeting of the Assembly, as well as a financial report.

The Executive Committee shall appoint the Secretary General and determine his conditions of service. The Secretary General

shall be responsible to the Executive Committee.

3. Secretariat

The Secretariat shall consist of the Secretary General and other staff appointed in accordance with the terms of the following sub-paragraphs.

The Secretary General shall be appointed by the Executive Committee which shall determine his or her conditions of service, his or her responsibilities and duties.

Other senior staff of the Secretariat shall be appointed by the Executive Committee on the recommendation of the Secretary General in accordance with procedures and conditions of service established by the Executive Committee.

The Secretary General shall appoint other members of the staff and determine their conditions of service, responsibilities and duties in accordance with authority delegated to him or her by the Executive Committee.

XI. REGIONAL COOPERATION

Member organizations within a geographical region may establish a regional grouping which shall be advisory to the Executive Committee, provided that its bylaws have been approved by the Executive Committee. Reports of such regional groupings shall be submitted to the Executive Committee which shall transmit them to the Assembly of Delegates together with such comments as the Executive Committee deems appropriate.

XII. SUBSCRIPTIONS

The Assembly of Delegates shall determine the subscriptions to be paid by the member organizations. The procedure to be followed by the full members in paying their subscriptions shall be in accordance with their methods of affiliation.

XIII. OFFICIAL LANGUAGES

The official languages of the Confederation shall, for the time being, be English, French, German and Spanish.

XIV. DISSOLUTION

The Confederation can be dissolved only by an Assembly of Delegates where not less than two-thirds of those voting are in favour of dissolution, provided that at least six months notice has been given of a specific motion to this effect and provided that such motion makes specific provision for the discharge of any financial obligations of the Confederation and for disposal of any assets.

XV. AMENDMENTS

Notices of motion to alter the Constitution must be submitted in writing to the Secretary General not less than six months before the opening date of the Assembly of Delegates. They shall be circulated to the constituent federations and to the full members at least three months prior to the opening of the Assembly together with any comments which the Executive Committee may wish to communicate to members.

They shall be declared adopted if supported by not less than two-thirds of the total votes cast.

There must be consultation with the constituent federations before any motion to amend Article VI is submitted to the Assembly of Delegates.

BYLAWS

I. ASSEMBLY OF DELEGATES

1. Organizations entitled to delegates in the Assembly of Delegates shall furnish the Secretary General with the names of such delegates. The Secretary General shall issue to each delegate a credential certifying that he has been named as a delegate by a member organization.

2. The President of the Confederation shall preside at the meeting of the Assembly of Delegates. In his absence, a Vice President shall preside, preference being given to the Vice President with longest service in this office. If neither the President nor a Vice President is available, the meeting shall elect a chairman from among the members of the Executive Committee.

3. A majority of the registered delegates shall constitute a quorum, provided they represent not less than one-third of the national member organizations registered at the Assembly.

II. EXECUTIVE COMMITTEE

1. The President of the Confederation shall be chairman of the Executive Committee. In his absence, a Vice President shall preside, preference being given to the Vice President with longest service in this office. If neither the President nor a Vice President is available, the Committee shall elect a chairman from among its members.

2. The first meeting of the new Executive Committee shall be held before the members leave the place of the Assembly.

3. The Executive Committee shall meet at least once a year in any calendar year in addition to meetings immediately before and after the Assembly. An emergency meeting of the Executive Committee may be convened by the President and shall be convened by the Secretary General upon receipt of written requests from a majority of the members of the Committee. At least four weeks notice shall be given prior to the holding of an emergency meeting. Eight members of the Executive Committee shall constitute a quorum provided that at least one member from each of three regions are present.

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III. WCOTP COMMITTEES

1. The Executive Committee shall appoint Committees and establish their terms of reference.

2. Committee expenses shall form part of the budgetary allocations of the Confederation.

IV. SECRETARY GENERAL

1. It is the responsibility of the Secretary General to give effect to the decisions of the Assembly of Delegates and of the Executive Committee.

2. The Secretary General shall keep a record of the proceedings of the Assembly of Delegates and of the Executive Committee.

3. The Secretary General shall be secretary of the Executive Committee. He shall submit a report to the Executive Committee each time it meets.

4. The Secretary General shall act as treasurer of the Confederation, shall receive all moneys due to the Confederation, and shall be authorized to open bank accounts in the name of the Confederation. In exceptional circumstances, the Executive Committee may make other necessary arrangements.

V. FINANCES

1. Fees of full and associate members are due on January 1 and shall be payable before June 30. In exceptional circumstances the Executive Committee may modify the closing date for the payment of these annual fees in individual cases, but all such modification shall be reported in full to the next session of the Assembly.

An organization whose application for membership is accepted at a given Assembly may either (a) pay one-third of the current annual dues and be seated with the full rights corresponding to its membership category or (b) enter formally into membership as of the January 1 following. In the latter circumstance the Executive Committee may approve of the organization being seated at the Assembly with the right to speak but not to vote.

Any member of the Confederation whose dues are in arrears may, if the Executive Committee approves, have its delegates seated in the Assembly with full rights to participate in the discussion

but not to vote unless a written declaration of intent to pay within one month has been received and accepted by the Executive Committee.

Membership dues shall include the right to copies of the Annual Report, Proceedings of the Assembly and other materials for general distribution including copies of the news bulletin Echo.

2. The accounts of the Confederation shall be closed on 31 December of each year and a full financial report for the year shall be rendered by the Secretary General to the Executive Committee, which shall in turn report to the Assembly of Delegates at its succeeding meeting. A report of the current financial condition of the Confederation shall be presented by the Secretary General at the meetings of the Executive Committee and the Assembly of Delegates.

3. The Secretary General shall prepare in July of each year a forecast of income and expenditures for the next calendar year. This shall be presented to the Executive Committee for consideration and recommendation to the Assembly of Delegates. By December of each year, this forecast, amended to reflect changes agreed upon by the Assembly of Delegates and new information on anticipated income, shall be recast by the Secretary General and submitted to the Executive Committee.

VI. AMENDMENTS

Notices of motion to amend these Bylaws must be submitted in writing to the Secretary General not less than three months before the Assembly of Delegates. They shall be circulated in advance to the member organizations and to the constituent federations. They shall be declared adopted if supported by not less than two-thirds of the votes cast.

Financial Statement

Executive Committee
World Confederation of Organizations
of the Teaching Profession

M o r g e s

Switzerland

We have examined the accompanying statements of surplus (deficiency) in net assets of the International Office of World Confederation of Organizations of the Teaching Profession as at December 31, 1977 and 1976, and the related statements of revenue and expenses, changes in surplus (deficiency) in net assets, and changes in financial position for the years then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

The accompanying financial statements are prepared on a going-concern basis. The continued existence of the Confederation depends upon its ability to secure adequate working capital and to generate a sufficient excess of revenue over expenses in the future so as to offset its past deficiency in net assets.

In our opinion, subject to the ability of the Confederation to secure continuing adequate working capital and to generate the necessary excess of revenue over expenses, the financial statements referred to above present fairly the financial position of the International Office of the World Confederation of Organizations of the Teaching Profession at December 31, 1977 and 1976, revenue and expenses, changes in surplus (deficiency) in net assets and changes in financial position for the years then ended, in conformity with generally accepted accounting principles, applied on a basis consistent with that of the preceding year.

Geneva, February 10, 1978 TOUCHE ROSS & CO. S.A.

STATEMENT OF SURPLUS (DEFICIENCY) IN NET ASSETS

(expressed in Swiss francs)

	December 31 1977 Sw.Fr.	1976 Sw.Fr.
CURRENT ASSETS		
Cash :		
Demand deposits	307.021,32	100.997,35
Restricted foreign bank accounts (Note A 2)	13.879,93	5.164,81
Cash in hand	1.757,20	2.737,70
	322.658,45	108.899,86
Fees and dues receivable	69.233,17	128.658,79
Advances to regional offices	-	6.612,04
Sundry receivables and prepayments	41.903,71	15.514,42
TOTAL CURRENT ASSETS	433.795,33	259.685,11
NON-CURRENT ASSETS		
Deposits	1.871,25	1.032,75
FIXED ASSETS		
Equipment at cost (Note A 1)	-	10.978,50
TOTAL ASSETS (carried forward)	435.666,58	271.696,36
DEDUCT:		
CURRENT LIABILITIES		
Bank overdraft	-	1.507,75
Accounts payable and accrued expenses	290.036,18	334.065,54
TOTAL CURRENT LIABILITIES	290.036,18	335.573,29
Provision for exchange fluctuations (Note B)	40.000.--	-
SURPLUS (DEFICIENCY) IN NET ASSETS	105.630,40	(63.876,93)

STATEMENT OF REVENUE AND EXPENSES

(expressed in Swiss francs)

	Year ended December 31	
	1977	1976
REVENUE	Sw.Fr.	Sw.Fr.
Membership dues :		
National members	2.314.741,45	1.867.666,--
Associate and international members	29.841,69	21.494,13
	2.344.583,14	1.889.160,13
Gifts from member organizations:		
Grants and contracts for specific projects	334.604,48	261.565,65
Subscriptions and sales	7.946,39	7.111,62
Assembly and seminar registration fees, together with sundry income	23.856,05	42.517,89
Interest	2.523,85	1.581,41
Total income	2.713.513,91	2.201.936,70
EXPENSES		
International operations:		
Secretary General's office	129.257,49	126.979,40
International representation	65.959,17	59.623,29
UNESCO relations	80.611,83	48.713,87
Clearing house activities	33.805,09	31.738,07
Publications	158.130,97	141.481,77
	467.764,55	408.536,40

	Year ended December 31	
	1977	1976
	Sw.Fr.	Sw.Fr.
Regional programmes:		
Africa	332.345,92	326.825,11
Arab States	8.557,06	9.238,07
Asia	248.368,39	264.503,88
Europe	212.498,72	165.060,94
Americas	141.077,17	131.192,53
Joint seminar	13.354,08	-
Special assistance projects	30.470,23	-
	986.671,57	896.820,53
Specialized activities	-	10.714,99
Legislative operations:		
Assembly of delegates	119.231,82	192.289,18
Assembly assistance	57.375,72	-
Executive and finance committee	193.623,41	143.387,41
	370.230,95	335.676,59
Central services:		
Office facilities and services for all programmes	444.451,21	395.885,02
Translation services	86.829,22	70.220,66
	531.280,43	446.105,68

	Year ended December 31	
	1977	1976
Contract services:		
Financial expenses	23.652,88	13.019,94
Education and home leave allowances	35.865,35	53.724,70
Extension of pension fund	-	29.772,98
Depreciation of equipment (Note A1)	10.978,50	10.978,50
Building project	9.344,50	8.904,10
International Institute	68.217,85	-
Special provision for exchange fluctuations	40.000,--	-
	188.059,08	116.400,22
Total Total expenses	2.544.006,58	2.234.254,41
Surplus of revenue over expenses (deficit in 1976)	169.507,33	(32.317,71)

See notes to financial statements

STATEMENT OF CHANGES IN SURPLUS (DEFICIENCY) IN NET ASSETS

(expressed in Swiss francs)

	December 31	
	1977	1976
	Sw.Fr.	Sw.Fr.
(Deficiency) in net assets as of January 1	(63.876,93)	(31.559,22)
Surplus of revenue over expenses (deficit in 1976)	169.507,33	(32.317,71)
Surplus (deficiency) in net assets as at December 31	105.630,40	(63.876,93)

See notes to financial statements

STATEMENT OF CHANGES IN FINANCIAL POSITION

(expressed in Swiss francs)

	Year ended December 31	
	1977	1976
SOURCES		
Reduction of deficiency in net assets:		
- excess of revenue over expenditure (expenditure over revenue)	169.507,33	(32.317,71)
Depreciation of fixed assets	10.978,50	10.978,50
Provision for exchange fluctuations	40.000.--	-
	220.485,83	(21.339,21)
APPLICATIONS		
By increase in working capital:		
(Increase) decrease in current liabilities	45.537,11	(129.934,12)
Increase (decrease) in cash	213.758,59	46.089,05
Increase (decrease) in receivable and prepayments	(38.809,87)	62.505,86
	220.485,83	(21.339,21)

See notes to financial statements

NOTES TO FINANCIAL STATEMENTS
YEARS ENDED DECEMBER 31, 1977 AND 1976

A. Summary of Significant Accounting Policies

1. Fixed assets - equipment. Normally, additions to furniture, fixtures and equipment are charged to expense in the same period in which acquired, in conformity with accounting principles generally followed by organizations of this character. Exceptionally, certain printing equipment acquired by the organization was capitalized in 1975 and has since been completely depreciated in the ensuing three years.

2. Foreign currency conversion. All balance sheet assets and liabilities (including restricted foreign bank accounts) in foreign currencies have been converted into Swiss francs at current exchange rates ruling at year end and income and expense in foreign currency has been converted into Swiss francs at the date of the transaction.

3. Pension plan. The Confederation has a contributory pension plan covering most employees. The Confederation's policy is to fund pension cost accrued. There is no unfunded past service cost.

4. Taxation. The WCOTP, being a non-profit making organization, has been exonerated from federal and cantonal taxes in Switzerland.

B. Provision for exchange fluctuations

The Assembly of Delegates of the WCOTP at its meeting in Lagos, Nigeria, in August 1977 decided to establish a reserve of Sw.Fr. 40.000.- against future possible exchange losses arising from the newly adopted system of membership dues for 1978.

WCOTP Membership List

EXECUTIVE COMMITTEE

President

Motofumi Makieda, c/o Japan Education Hall, 2-6-2 Hitotsubashi, Chiyoda-ku, Tokyo, Japan

Vice Presidents

Miss Thereza Noronha Carvalho
Avenida Ganzo 708, ap. 201
90.000 Porto Alegre - R.S.
Brazil

James W. Killeen
4114 Bayridge Avenue
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Canada V7V 3K1

Immediate Past President

Wilhelm Ebert, Bavariaring 37, 8 Munich 2, Fed. Rep. of Germany

---

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P.O. Box 30407
Nairobi, Kenya

Basyuni Suriamiharja
PGRI, Jalan Tanah Abang Tiga 24
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Jakarta, Indonesia

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P.M.B. 1044
Yaba, Lagos State, Nigeria

José Ernesto Fuentes Rivera
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John E. Smith
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Mission Bay
Auckland 5, New Zealand

Alf F. Wilshire
205 Soundwell Road
Staple[illegible]
Bristo[illegible], England

International Federation of Teachers' Associations (IFTA)
Jean Daubard
Secretary General
Maison des instituteurs
3, rue de La Rochefoucauld
75009 Paris, France

International Federation of Secondary Teachers (FIPESO)
A.W.S. Hutchings
Vice President
29 Gordon Square
London WC1H OPT
England

Secretary General

John M. Thompson

FULL MEMBERS

(including size of association membership in parentheses)*

AUSTRALIA

Australian Teachers' Federation (125,835)
Ray Costello, General Secretary
Box 1891
Canberra City, A.C.T. 2601
Tel. (062) 47 86 11

AUSTRIA

Verband der Professoren Oesterreichs (1,500)
Ernst Gams, Secretary General
Vorgartenstr. 184/18
1020 Vienna
Tel. 0222/24 39 784

BANGLADESH

Bangladesh College Teachers' Association (10,320)
Shareeful Islam, Sec. Gen.
Ganys Building (3rd floor)
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Tel. 26 23 37

BARBADOS

Barbados Secondary Teachers' Union (237)
Ms. Eve Johnson, Gen. Sec.
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Tel. 82318

Barbados Union of Teachers (1,200)
Stanley O. Mayers, Gen. Sec.
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BELGIUM

Fédération de l'enseignement moyen officiel du degré supérieur de Belgique (1,000)
Paul Esquenet, Sec. Gen.
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BELIZE

Belize National Teachers' Union (600)
Miguel Wong, Secretary
6 Racecourse St., P.O. Box 382
Belize City, Central America
Tel. 2857

BERMUDA

The Amalgamated Bermuda Union of Teachers (600)
Mrs. Aurelia Burch, President
P.O. Box 726
Hamilton

BOTSWANA

Botswana Teachers' Union (265)
J.S. Massina, Gen. Sec.
P.O. Box 561
Gaberone

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*) In the case of organizations marked with asterisk, payment of dues for 1978 was not made in full and their voting strength at the Assembly was reduced accordingly.

BRAZIL (see also Associate Members)

Associação Brasileira de Educação
(1,000)
Benjamin Albagli, President
Fundação Getúlio Vargas
Av. 13 de Maio 23/11º
C.P. 1471 - ZC-02
Rio de Janeiro
Tel. 232-4731

Confederação dos Professôres do Brasil
(25,150)
Maria Telma Lopes Cançado
President
Rua da Bahia 1032, 9º andar
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Tel. 222-4288

BRITISH VIRGIN ISLANDS

British Virgin Islands Teachers' Association
(120)
Miss Esmeralda O'Neil,
Secretary International Affairs
Road Town Primary School
Tortola

BRUNEI

Brunei Malay Teachers' Association
(1,344)
Umar bin Muhammad, Sec. Gen.
160-601 Brunei Malay Teachers' Building, Jalan Kianggeh
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Bandar Seri Begawan
Tel. 22644

CANADA

Canadian Teachers' Federation
(220,131)
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110 Argyle Ave.
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Tel. 232-1505

COSTA RICA

Asociación Nacional de Educadores
(18,332)
Carlos Herrera Murillo, Sec. Gen.
Apartado 2938, San José
Tel. 22-74-44

DENMARK

Danmarks Laererforening
(51,733)
Kompagnistraede 32a
1208 Copenhagen K
Tel. 11-82-55

Gymnasieskolernes Laererforening
(6,000)
Magistrenes Hus
Lyngbyvej 32
2100 Copenhagen Ø
Tel. 20 74 47

EL SALVADOR (see also Associate Members)

Solidaridad de Maestras Salvadoreñas
(1,000)
Mrs. Angélica Vidal de Najarro
Corres. Secretary
Avenida España 635
San Salvador

ENGLAND

Assistant Masters and Mistresses Association
(78,000)
A.W.S. Hutchings
Miss J.E.L. Baird
General Secretaries
29 Gordon Square
London WC1H 0PX
Tel. 01-388 0551 (Hutchings)
Tel. 01-387 5674 (Baird)

ENGLAND (cont)

National Association of Teachers in Further and Higher Education
(52,000)
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Hamilton House, Mabledon Place
London WC1H 9BH
Tel. 387-6806

National Union of Teachers of England and Wales
(210,000)
Fred Jarvis, Gen. Sec.
Hamilton House, Mabledon Place
London WC1H 9BD
Tel. 387-2442

Secondary Heads Association
(2,775)
E.J. Dorrell, General Secretary
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London WC1H OPS
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FIJI

Fiji Teachers' Union
(2,584)
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Samabula, Suva
Tel. 381 585

Fijian Teachers' Association
(1,986)
Mosese Uluinavitilevu
General Secretary
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Samabula, Suva
Tel. 22 182

FINLAND

Lastentarhanoppettajaliitto
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Rautatieläisenkatu 6
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FINLAND (cont)

Opettajien Ammattijärjestö
(39,774)
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Tel. 150 21

Svenska Finlands Lärarförbund r.f.
(1,700)
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Tel. 150 21

FRANCE

Syndicat national de l'enseignement technique
(11,000)
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75739 Paris Cedex 15
Tel. 567-90-62

Syndicat national des enseignements de second degré
(45,500)
Secretary General
1, rue de Courty
75341 Paris Cedex 07
Tel. 555-77-05

Syndicat national des instituteurs et professeurs de collège
(300,000)
Guy Georges, Secretary General
209, Bd. St. Germain
75007 Paris
Tel. 544-38-42

Syndicat national du personnel de direction des établissements secondaires
(3,400)
Mme Josette Richoud
Directrice du Lycée Jaquard
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75019 Paris

FRANCE (cont)

Syndicat national des professeurs des Ecoles normales
(1,500)
Louis Chabot
Relations internationales
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GAMBIA

Gambia Teachers' Union
(600)
Alhadji Alieu E.W.F. Badji
President
Crab Island Jr. Secondary School
P.O. Box 133
Banjul
Tel. 319

GERMANY (Fed. Rep. of)

Deutscher Lehrerverband
(120,500)
Clemens Christians, President
Godesberger Allee 93
Postfach 20 07 66
5300 Bonn 2
Tel. 37-40-66

GHANA

Ghana National Association of Teachers
(46,000)*
Tom A. Bediako, Gen. Sec.
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GREECE

Federation of Primary Teachers of Greece
(15,000)
P. Kazandjis, President
15, Xenofontos Str.
Symtagma, 118 Athens
Tel. 3236-547

GUYANA

Guyana Association of Masters and Mistresses
(128)
Ganase Singh, President
84 Robb Street
Bourda, Georgetown

Guyana Teachers' Association
(2,472)
Basil Blair, General Secretary
P.O Box 738
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Tel. 63183

HONDURAS

Colegio Profesional "Superación Magisterial" Hondureño
(3,542)
Luis Enrique Trundle F.
President
Junta Central Ejecutiva
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Tegucigalpa
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HONG KONG

Hong Kong Teachers' Association
(1,041)
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ICELAND

Félag Menntaskólakennara
(250)
Sigurdur Ragnarsson, Secretary
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Kópavogur

Samband Islenzkra Barnakennara
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Grettisgata 89
105 Reykjavik
Tel. 24070

INDIA (see also Associate Members)

All India Federation of Educational Associations
(450,000)*
A.P. Khattry, Hon. Joint. Sec.
Jha-Seshadri-Khattry Bhawan
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Kanpur, U.P.
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INDONESIA

Persatuan Guru Republik Indonesia
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IRAN

Iran Teachers' Association
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IRELAND

Association of Secondary Teachers, Ireland
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Irish National Teachers' Organization
(19,950)
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ISRAEL

Association of Secondary School Teachers
(6,000)
Reuven Aviram, President
Wadi-El-Joz, Maison Kaluti
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Israel Teachers' Union
(21,520)
Shalom Levin, General Secretary
8 Ben-Saruk Street
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ITALY

Federazione Nazionale Insegnanti Scuole Medie
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Sindicato Nazionale Scuola Media
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IVORY COAST

Syndicat national de l'enseignement primaire public de Côte d'Ivoire
(10,000)
Mrs. Anne Allangba, Sec. Gen.
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JAMAICA

Jamaica Teachers' Association
(14,000)
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JAPAN (see also Associate Members)

Japan Education Association
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Ryoji Taniai, President
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Japan Teachers' Union
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KENYA

Kenya National Union of Teachers
(65,000)*
Ambrose Adeya Adongo, Gen. Sec.
P.O. Box 30407
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LEBANON

Syndicat des enseignants des écoles privées
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LIBERIA

National Teachers' Association of Liberia
(5,882)
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LUXEMBOURG

Association des instituteurs réuni
(2,000)
Félix Haas, President
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Association des professeurs de l'enseignement secondaire et supérieur
(530)
Pierre Lech, President
Lycée classique
Echternach

Fédération générale des instituteurs luxembourgeois
(623)
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MALAYSIA (West) (see also Associate Members)

National Union of the Teaching Profession, Malaysia
(18,000)*
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MALI

Syndicat national de l'éducation et de la culture
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MALTA

Malta Union of Teachers
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Teachers' Institute
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NETHERLANDS

Nederlands Genootschap van Leraren
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Post Primary Teachers' Association
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NIGERIA

Nigeria Union of Teachers
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NORTHERN IRELAND

Ulster Teachers' Union
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Norsk Lektorlag
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PANAMA

Magisterio Panameño Unido
(2,000)
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PAPUA NEW GUINEA

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PARAGUAY

Federación de Educadores del Paraguay
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PHILIPPINES (see also Associate Members)

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Philippine Public School Teachers' Association
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REPUBLIC OF KOREA

Korean Federation of Education Associations
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REPUBLIC OF SOUTH AFRICA

African Teachers' Association of South Africa
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RHODESIA

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Zimbabwe Teachers' Association
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Selukwe Chrome Secondary School
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SABAH (Malaysia)

Sabah Teachers' Union
(347)
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Tuaran

SARAWAK (Malaysia)

Sarawak Teachers' Union
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SENEGAL

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SIERRA LEONE

Sierra Leone Teachers' Union
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Tamba Entua Yambasu, Gen. Sec.
P.O. Box 477
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SINGAPORE (Rep. of)

ITB Training Staff Union
(637)
Tan Hua Heen, Gen. Sec.
225 Onan Road
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Tel. 401240

Singapore Chinese Middle School Teachers' Union
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Jap Koon Chan, Sec. Gen.
122-B Sims Avenue
Singapore 14
Tel. 46 71 34

Singapore Chinese School Teachers' Union
(1,200)
Chia Thiam Soon, President
186F, Rangoon Road
Singapore 8
Tel. 2938706

Singapore Malay Teachers' Union
(782)
Abd. Latif Taris, Gen. Sec.
89 Still Road
Singapore 15
Tel. 448992

Singapore Tamil Teachers' Union
(141)
S. Thangavelu, Gen. Sec.
124-A, Mackenzie Road
Singapore 9
Tel. 39692

SINGAPORE (cont)

Singapore Teachers' Union
(6,000)
Ying Check Ping, Gen. Sec.
Teachers' Centre, Tagore Avenue
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SPAIN

Federación de Trabajadores de la Enseñanza (FETE-UGT)
(600)
Manuel Gracia Navarro, Sec. Gen.
Av.Dr. Esquerdo, 112, Bajo F
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SRI LANKA

All Ceylon Union of Teachers
(1,208)
J.A. Gajanayake, Sec. Gen.
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All Ceylon Union of Teachers (Government)
(302)
A.R. Deane, President
c/o ACUT
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Tel. 34842

Jathika Addhiyapana Sevaka Sangamaya
(10,000)
G.D. Dharmasena, Hon. Gen. Sec.
532 Sirikotha, Collupitiya
Colombo 3
Tel. 32236

SWAZILAND

Swaziland National Association of Teachers
(600)
A.H.N. Shabangu, President
P.O. Box 772
Manzini

SWEDEN

Lärarnas Riksförbund
(25,023)
Sveavägen 50
Fack
103 60 Stockholm 3
Tel. 22 51 40

Svenska Facklärarförbundet
(47,646)
Cardellgatan 1
Box 5522
114 85 Stockholm
Tel. 22 98 20

Sveriges Lärarförbund
(60,086)
Box 122 29
102 26 Stockholm
Tel. 540160

Skolledarförbundet
(1,817)
Sveavägen 98
113 50 Stockholm
Tel. 52 01 75

SWITZERLAND

Schweizerischer Lehrerverein
(20,000)
Friedrich von Bidder, Gen. Sec.
Postfach 189
8057 Zürich
Tel. 46 83 03

SWITZERLAND (cont)

Société pédagogique de la Suisse romande
(6,360)
Jean-Jacques Maspéro, President
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Tel. 52 19 50

Société suisse des professeurs de l'enseignement secondaire
(3,783)
Mlle Monique Mischler
International correspondent
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TAIWAN (see also Associate Members)

China Education Society
(500)
Sun Pan-cheng, President
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162 East Ho Ping Road
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Tel. 393 67 98

THAILAND

Private School Teachers' Association of Thailand
(1'000)
Chow Pramoolpol, President
c/o Pattanawil School
Soi Ruampattana, Charansanitwong Street,
Bangkok 7

The Education Society
(500)
Charoon Milindra, President
58/1-2 Pisanuloke Road
Bangkok
Tel. 81 82 73

TOGO

Syndicat des enseignants laïcs du Togo
(4,000)
Lawson-Drackey Boévi-Dan
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TONGA

Tonga Teachers' Association
(222)
Miss Ahino Tupou, Secretary
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TRINIDAD AND TOBAGO

Trinidad and Tobago Teachers' Union
(5,000)
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UGANDA

Uganda Teachers' Association
(4,000)
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Tel. 54295

UNITED STATES (see also Associate Members)

National Education Association of the United States
(1,450,000)*
Terry Herndon, Executive Sec.
1201 16th Street N.W.
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WEST INDIES

Caribbean Union of Teachers
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Tel. 62-36560

WESTERN SAMOA

Western Samoa Teachers' Society
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YUGOSLAVIA

Sindicat Radnika Drustvenih Delanosti Jugoslavije
(30,000)
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Federal Committee of Yugoslav Civil Workers Union
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ORGANIZATIONS OF TEACHERS IN EXILE

Association of Estonian High School Teachers in Exile
(105)
William Muld, Sec. Intern.Relations
Radjursstigen 26-V
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Federation of Estonian Teachers' Association
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Svartmangatan 20-22
111 29 Stockholm, Sweden

INTERNATIONAL ASSOCIATE MEMBERS

Fees of international associate members will be calculated on the same basis as for associate members.

International Association of School Librarianship
Miss Jean Lowrie, Exec. Sec.
Western Michigan University
Kalamazoo, Michigan 49001
USA
Tel. 383-1849

International Federation for Home Economics
Mrs. O. Goncet, Gen. Sec.
64, Avenue Edouard Vaillant
92100 Boulogne
Tel. 620-00-39

International Council on Education for Teaching
Frank Klassen, Executive Dir.
One Dupont Circle, Suite 610
Washington, D.C. 20036
USA
Tel. 223-2460

International Reading Association
Ralph C. Staiger
Executive Secretary-Treasurer
800 Barksdale Road
Newark, Delaware 19711
USA
Tel. 731-1600

International Council on Health Physical Education and Recreation (63 national organizations)
Carl A. Troester, Jr. Sec. Gen.
1201 16th Street, N.W.
Washington, D.C. 20036
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Associate member organizations pay annual dues of 20 centimes per member in the case of organizations with individual members, up to a maximum payment for any one organization of 1,600 Swiss Francs.

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American Alliance for Health, Physical Education, and Recreation
(50,000)
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Arizona Education Association
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California Teachers' Association
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Indian Association of Teacher Educators
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Instituto de Professôres Publicos e Particulares
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Kentucky Education Association
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Malaysian Association for Education
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